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Our Gwynedd: Mapping the Third Sector in Gwynedd

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for:

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1. Introduction

1.1 Terms of Reference

Menter a Busnes was appointed by Mantell Gwynedd in January 2006 to undertake the Mapping of the Third Sector in Gwynedd.

The purpose of the exercise was to collect information about the activities and characteristics of the sector within the county, and to identify opportunities to strengthen and improve the work of the sector in the future.

The work would also identify gaps in the current provision and help to lay a foundation for the work of support service providers in Gwynedd. The aim would be to expand and develop the work done by organisations which are active in the third sector, so as to ensure maximum benefit to the economy and communities in Gwynedd.

1.2 Methodology

The specific work programme which was designed in order to fulfil this remit included:

- Desk research to identify and collate any earlier studies which have looked at mapping the third sector at the local, regional or national levels
- A written questionnaire to be distributed by post to third sector organisations in Gwynedd
- A further, more detailed, consultation with a sample of organisations from among the respondents, by means of a combination of face to face meetings and a series of workshops at regional level within the county
- Collate and analyse all the quantitative and qualitative data in a report which includes clear and specific conclusions.

2. Executive Summary

2.1 There are 1,131 third sector organisations located in Gwynedd.

2.2 They employ 1,810 workers, of whom 792 are employed full-time. The part-time posts are equivalent to a further 305 full-time appointments, so that the total full-time equivalent is 1,097 posts. Based on the county's employed population of 49,700, the third sector therefore accounts for at least 2.2% of the entire Gwynedd workforce.

2.3 Based on average weekly earnings in the county, the estimated economic contribution of the third sector in Gwynedd, in terms of direct employment, is £20,462,000 per annum.

2.4 There are at least 23,000 volunteers in the county, each of whom, on average, volunteers for 2.41 hours per week. The work done by these volunteers amounts to the equivalent of 1,481 full-time posts. Again based on average weekly earnings in the county, the estimated contribution of third sector volunteers to the economy of Gwynedd amounts to at least £27,600,000 annually.

2.5 The third sector in Gwynedd spends £21,107,000 annually on goods and services purchased from local suppliers within the county.

2.6 The organisations in the sample which are located in Gwynedd provide a total of 307,000 instances of benefit (i.e. when an individual benefits directly from an organisation's activity). Organisations which are only active in Gwynedd provided 175,000 instances of benefit. More than 46,000 of those are located in the care, health and welfare sector and 42,000 in the leisure sector. Many residents of the county are therefore likely to be the beneficiaries of more than one organisation.

2.7 During the past year, the third sector in Gwynedd has assisted 933 people to move out of economic inactivity into employment. This represents 6% of the entire

economically inactive population in Gwynedd. The organisations had directly employed 254 of the people who had been economically inactive during the twelve months prior to completing the questionnaires; and 679 of the volunteers who had been economically inactive prior to volunteering with the organisations, had subsequently gone on to find employment.

2.8 The annual income of the third sector in Gwynedd amounts to more than £38,845,000.

2.9 Around half of the organisations receive part of their income from the public purse, with more than a third receiving some income from the local authority. More than half of those receiving local authority income depend on grants for more than half their funding. This highlights the key role of Gwynedd Council in ensuring the financial viability of the bodies concerned, and the Council's important contribution as the mainstay of the third sector within the county.

2.10 The younger third sector bodies in Gwynedd are generally more dependent on grants, compared to long-established organisations.

2.11 While the third sector in Gwynedd owns assets valued at £80,480,000, a high percentage of the organisations said that they needed new or refurbished premises, better suited for their purposes.

2.12 A mere 29% of organisations were using any technique to assess or evaluate their social contribution. This study does not attempt to ascribe any financial value to that wider contribution to the communities within the county.

2.13 The main impediments to the development of the third sector in Gwynedd are funding issues, time resources and a scarcity of volunteers. This is reflected in the sector's support needs, where financial assistance and help with the recruitment of volunteers head the list. Also identified are the need for marketing support, computer support and equipment, training for volunteers, and health and safety training.

2.14 Historically, the great majority of third sector organisations in Gwynedd have been registered charities, but that tendency is now changing. The legal status of the newer organisations tended to be more varied; they were more likely to be companies limited by guarantee, and a high proportion also were unincorporated associations.

2.15 A higher proportion of the newer organisations saw a more definite role for themselves in the context of local regeneration, compared to the longer-established organisations. This suggests that the more recent organisations within the third sector in Gwynedd are more conscious of the harder outputs of their work, and their wider social and economic impact on the area.

2.16 More recently-established organisations provide services covering a wider range of activities, compared to the older organisations. A number of these services are in the growth sectors which will play an increasingly central role in the economic development of Gwynedd in future years.

2.17 Several organisations stated their desire for better access to current information about sources of grant funding. It was felt also that grant providers should be more prepared to fund core costs, to offer longer-term grants, and to continue to fund work which is already seen to be succeeding.

2.18 There is a strong recognition among organisations that the funding climate has changed substantially, and an increasing number are prepared to consider generating more of their income themselves through commercial activities whenever possible. Even so, a number of officials said they were having difficulty convincing their trustees of the advantages of so doing. Time constraints on staff and volunteers were also an impediment in this regard.

2.19 Succession was a matter of great concern to a number of organisations, some of which openly declared that their work was likely to cease within a few years unless a way could be found to ensure a new influx of volunteers. This has serious implications,

not only to the sector within the county but also to other service providers, including the local authority, who will have to fill any gaps which are created

2.20 Organisations in the sector are greatly interested in learning more about measuring the social and economic effect of their work. Doing so would not only help to underline the value of the sector, it would also be a valuable tool for attracting more resources to support its work - human resources as well as financial. It would also encourage organisations to work more purposefully to expand and develop their contribution.

2.21 The third sector in Gwynedd is keen to secure a key role in meeting many of the requirements of the Assembly Government's agenda, Making *the Connections*. This is seen as laying a strong foundation for growth in the sector in future years.

2.22 The sector believes that there would be advantages in developing stronger networks within the county's regions (i.e. Arfon, Meirionnydd and Dwyfor). Naturally, they looked to Mantell Gwynedd to facilitate this.

2.23 The third sector in Gwynedd is keen to develop a closer relationship with the private sector within the county. Doing so would secure more resources and create training and mentoring opportunities, as well as helping the organisations to improve their business skills. More practical collaboration could provide the basis for a new relationship for delivering public services in future years.

A summary of all the recommendations appears in Section 6 on page 80.

3. The Third Sector in Gwynedd

3.1 Definition of the Third Sector

In order to clarify the terms of reference, we feel we should commence with a clear definition of what is meant by the term "The Third Sector".

The term was first used by academics in the United States early in the 1970s, to describe an independent sector of activity not conducted for personal profit. At present in Britain, the term encompasses the whole range of activities which are outside the public and private sectors.

The variety of activities which occur within the third sector is extremely wide. It includes the entire voluntary sector, the community sector, social enterprises, co-operative movements, charitable bodies, etc. It is important to bear in mind that it includes more than just the voluntary sector.

Another term used to describe the sector is "social economy", and the description offered in the report *Understanding and Developing the Social Economy Within North Wales (March 2002)* is:

"... collection of organisations which exist between the traditional private sector on the one hand and the public sector on the other. It includes voluntary and community organisations, foundations and associations of many types".

3.2 The Policy Context

3.2.1 Social Enterprise Strategy for Wales (2005)

The *Social Enterprise Strategy for Wales (2005)* outlines the Welsh Assembly Government's vision of dynamic and sustainable social enterprises, strengthening an inclusive and growing Welsh economy.

The aim of the strategy is to create an environment which encourages new social enterprises and provides opportunities for growth. It is hoped also to establish integrated support for the sector (including mainstream and specialist agencies) leading to the creation of a flourishing social economy in Wales.

This recognition by the Assembly Government of the social economy's possible contribution to the economy and communities of Wales is a policy context which can also encourage the growth and development of the sector in Gwynedd.

3.2.2 Wales: A Better Country

The Welsh Assembly Government sets out its strategic agenda in *Wales: A Better Country*. The strategy describes a vision of a "sustainable future for Wales, where action for social, economic and environmental improvement work together to create positive change".

Some of the ways in which this vision can be realised are:

- promoting a diverse, competitive, high added-value economy, with high quality skills and education, that minimizes demands on the environment;
- action on social justice that tackles poverty and poor health, and provides people and their communities with the means to help themselves and break out of the poverty trap;

- action in our built and natural environment that enhances pride in the community, supports bio-diversity, promotes local employment and helps to minimize waste generation, energy and transport demands;
- strengthening Wales' cultural identity and helping to create a bilingual country;
- promoting openness, partnership and participation.

Among its commitments to provide support for grass-root business the Welsh Assembly Government aims to provide opportunities in local communities – linking with the *Social Enterprise Strategy for Wales*.

3.2.3 Wales: A Vibrant Economy

Wales: A Vibrant Economy is the strategic framework for economic development in Wales. It focuses on encouraging sustainable growth by helping more people into work and helping to increase the earnings of those already in work by maximising the value created in the Welsh economy. This reflects the aims stated in *Wales: A Better Country*, of creating more and better jobs.

The strategy notes that the Government's priorities in attaining this aim shall be the following:

- increase employment still further, so that over time the Welsh employment rate matches the UK average, even as the UK employment rate itself rises;
- raise the quality of jobs, so that average earnings increase and close the gap with the UK average.

The key steps taken to attain the above priorities will include:

- supporting job creation and helping individuals to tackle barriers to participation in the world of work;
- investing to regenerate communities and stimulate economic growth across Wales;

- helping businesses to grow and to increase value-added per job and earnings
- ensuring that all economic programmes and policies support sustainable development, in particular by encouraging clean energy generation and resource efficiency.

3.2.4 Spatial Plan for Wales

The Wales Spatial Plan is one of the cornerstones of the Welsh Assembly Government's higher level strategic leadership. It will seek to ensure that the policies and programmes of the Government dovetail effectively with those of local government, businesses and other partners throughout Wales, in order to facilitate a truly sustainable future.

It sets an integrated strategic agenda for the next 20 years, and will exert a key influence on issues and opportunities across different geographical areas and sectors – including the third sector.

In particular, the plan will:

- Provide a clear framework for future collaborative action involving the Welsh Assembly Government and its agencies, local authorities, the private and voluntary sectors to achieve the priorities it sets out nationally and regionally
- Influence the location of expenditure by the Assembly Government and its agencies
- Influence the mix and balance of public sector delivery agencies' programmes in different areas
- Set the context for local and community planning
- Provide a clear evidence base for the public, private and voluntary sectors develop policy and action

The plan will also provide a framework for the implementation of any future EU Structural Funds, following on from the current programmes.

3.2.5 Making the Connections: Delivering Better Services for Wales

Making the Connections: Delivering Better Services for Wales which was published in October 2004, and the action plan which followed, *Making the Connections: From Vision to Action* outlined the Government's vision of a Welsh Public Service sharing common goals and working across functional and organisational boundaries.

Its mission is to reform the public services in Wales so that they:

- are more focused on the citizen
- respond to the needs of communities
- are driven by a commitment to equality and social justice
- ensure efficiency

Making the Connections lists four main principles:

- Putting the citizen centre-stage: services will be more responsive to their users, with people and communities taking part in the process of planning the way those services will be provided
- Equality and social justice: everyone must have an opportunity to contribute, and there is a duty to reach out to those who are more difficult to reach
- Working together as the Wales Public Service: more co-ordination will take place between providers, to ensure services which are sustainable, responsive and of a high standard
- Value for Money: everyone will make the best use of their resources

Included among these goals is a desire to institute services which are more responsive to the needs of citizens and communities, and have been planned and provided with their active participation. This represents an important opportunity for the third sector to play a much more prominent role in providing public services in the future.

3.3 Other Research and Mapping Studies

As part of the preparatory work, we undertook a desk survey of all the relevant research and studies of the third sector which had been conducted at the local, regional and national levels. The information gathered informed much of the consultation and field work undertaken as part of the study.

It is not practicable to list all of the studies identified, but the following were some of the more notable examples:

3.3.1 Developing the Social Economy in Wales: A Scoping Study (The Social Economy Network & Welsh Development Agency, 2003)

This study identifies a social economy of some 600 organisations throughout Wales, varying in size from the Tower Colliery with a turnover of £27m per annum to small community groups with budgets of no more than a few thousands of pounds. It also identifies specific sectors within the social economy which have the greatest development potential, and on which support and development policy should focus. These core sectors are the new 'mutuals' (especially credit unions), community regeneration organisations, social marketing organisations and semi-public service organisations.

The report identifies a number of key impediments to their development, including funding issues, the organisational and sectoral culture, the tension between commercial and social aims, a lack of suitable / qualified staff, lack of information and support and a poor policy context.

The report also identifies much of what is required in order to develop the sector fully and to realise its potential contribution to the economy. In that regard, it focuses chiefly on:

- The need for reliable data on the size and scope of the sector
- More inter-trading and horizontal links between organisations in the social economy in Wales
- Better vertical integration to encourage more trade with public sector and private bodies
- Clustering activity within the social economy, both spatially and sectorally
- Improved advice and support for the sector
- a better policy framework

The report makes a number of recommendations concerning particular aspects of the development of the social economy.

3.3.2 Support needs in the social enterprise sector - one size doesn't fit all (Senscot & Communities Scotland, 2006)

This report analyses the support needs of social enterprises in Scotland. It concludes that the main need of such enterprises is support from social enterprise practitioners who understand the sector and also have the necessary skills to offer advice of a high standard. It concludes also that social enterprises prefer to pick and mix their sources of support, so that 70% of them depend for support on more than one agency.

The main gap in the support provided is a lack of funding. The greatest need was for core funding after the launch, in order to bridge the divide between commencement and sustainability, giving managers a chance to develop their enterprises. Access to development funding for business growth and more flexible funding arrangements were also matters of concern.

Another significant gap existed in the long-term one-to-one mentoring provision, and the report argues for more support of that type. This could be provided from a variety of sources (the third sector, the private sector or by statutory agencies) as long as the community enterprises are able to choose and feel confident about the standard of the support provided. The report also states that more should be done to promote the

purchase of goods and services by public bodies from social enterprises, because such opportunities are rare at the present time. Furthermore, benchmarking, monitoring and evaluation should be developed which take into consideration the social, environmental and economic benefits generated by social enterprises.

3.3.3 Social Economy in Wrexham Succession Strategy (Wrexham Social Economy Project)

Based on the *Baseline Study of the Wrexham County Borough Community & Social Enterprise Activity*, this strategy identifies impediments and gaps in the support for initiatives which could become social enterprises, as well as enterprises already developing or well-established, within the Wrexham County Borough Council area. It is also the basis for a series of recommendations for removing the obstacles and closing the gaps in the support provision.

Included in the recommendations is the need to record current information about the social economy, so that more can be done to raise awareness of social enterprises among business consultants and business start-up programmes. Furthermore, although enterprises do have access to business support programmes whose contents are relevant, the report suggests that the way in which they are provided is unsuitable.

Building capacity is seen as having a key role to play, and the report calls for funding to provide initial training, leadership development and consultancy services. Networking is also important, as are stronger links with the private sector, especially in regard to mentoring and the provision of support and guidance for the sector.

3.3.4 Support Strategies for the Development of Social Enterprise Organisations (Liverpool University & Peter Lord Associates, 2001)

This discussion paper looks at:

- The contribution of social enterprise initiatives
- Obstacles to the development of social enterprise initiatives
- Promoting the strengths of social enterprise movements, and
- Social enterprise support structures.

The paper concludes that there is a need for the same kind of long-term commitment and investment as is available to the private sector, in order to allow social enterprises to break free from the culture of chasing after grants. It suggests that public funds should be made available to create a support structure which could respond to the need to improve the efficiency and effectiveness of social enterprises – and that most of the support providers should themselves be social enterprises. Finally, it recommends that the support structures provided should enable the growth of social enterprises at two distinct levels – the local and the regional.

3.3.5 Understanding and Developing the Social Economy within North Wales (Respect Wales, 2002)

This report suggests that the prospects for the social economy are better in north Wales than in many other parts of the country. It also identifies a general scarcity of local support for the sector throughout Wales, especially deficiencies of funding, market access, education and relevant training, and infrastructure – with particular gaps occurring in north Wales e.g. rural community services.

A lack of staff with the necessary skills to establish and grow strong social enterprises is restricting the growth of the sector in the north. Staff already engaged in the sector lack the management, marketing and financial skills to grow their enterprises successfully.

The report concludes that working within the social economy, especially in a social enterprise which is expanding, can be a powerful learning experience, of value to potential entrepreneurs.

3.3.6 Report on Social Enterprise Support in Various Areas of the UK (Wrexham Social Economy Project, 2005)

This report consists of a series of case studies of agencies which provide support for social enterprises located outside Wales. Its aim is to determine how the different approaches work, which provide support for the sector in various parts of the United Kingdom. The areas considered include Cheshire, Birmingham, Edinburgh, Newcastle, West Yorkshire and Devon.

The report looks at their backgrounds, their work, how they operate, how they are funded and what are their plans for the future. Aspects of their work are considered which could possibly be emulated in the local context.

3.3.7 Report on Social Enterprise Support in Various Areas of Wales (Wrexham Social Economy Project, 2005)

This report is an appendix to the *Report on Social Enterprise Support in Various Areas of the UK* (Wrexham Social Economy Project, 2005). It concludes that Wales is lagging behind other parts of the UK with regard to support for social enterprises – especially by comparison with England. It states that mainstream support is better in England, together with more sources of funding.

Support is said to be available across Wales from a variety of organisations, including the Welsh Development Agency, the Wales Co-operative Centre, the Development Trusts Association Wales, the Wales Community Recycling Network (CYLCH), Social

Firms Wales and Community Enterprise Wales. At a more local level, support is provided mainly through the enterprise agencies, local Voluntary Action Councils and local authorities.

In regard to north Wales, the report points out that Wrexham has done pioneering work in the field of social enterprise, while other areas have not instigated any specific programmes of that nature.

4. The Mapping

A questionnaire was prepared, based on the outcome of the desk research which was conducted at the outset. Questions were included on a range of aspects identified as relevant to the present study.

These included:

- Details of the organisation
- Information about services and beneficiaries
- Employees and volunteers
- Income and assets
- Contribution to the area
- Identifying support needs

The questionnaire was tested on a cross-section of third sector organisations in Gwynedd. In response to the feedback obtained, a number of amendments were made, and the questionnaire was distributed to 1,385 third sector organisations within the county. (A copy of the questionnaire is included as Appendix 1).

A total of 240 valid questionnaires were returned. (Appendix 2 lists all the respondents). This represents a response level of 17.3%.

The responses reflect a good geographical and sectoral cross-section, and provide a fairly comprehensive picture of the activities of the sector across Gwynedd.

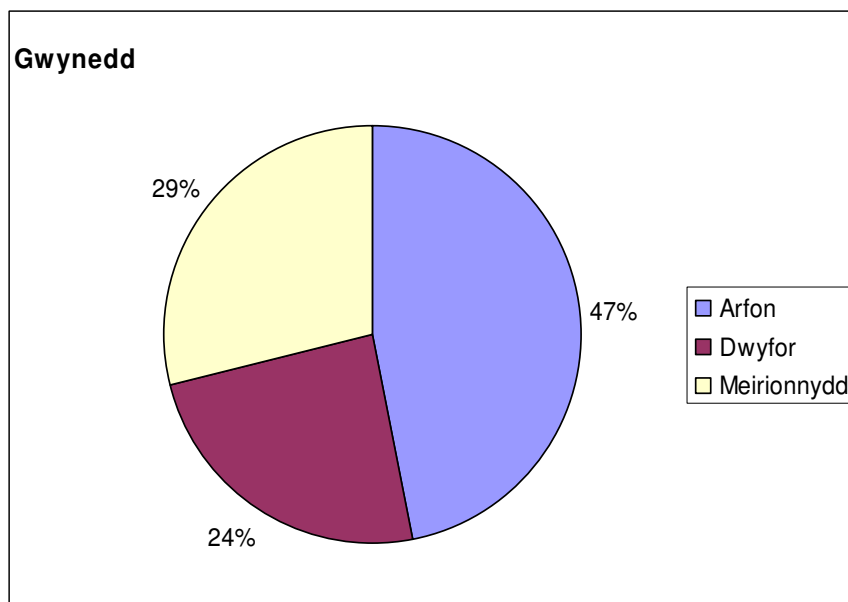
4.1 A Review of the Quantitative Data

This section contains a review of the main findings derived from the quantitative data collected by means of the questionnaire. The full statistics are included in Appendix 3

and Appendix 4 that include the numerical and percentage totals corresponding to each question.

4.1.1 Details of the Organisations

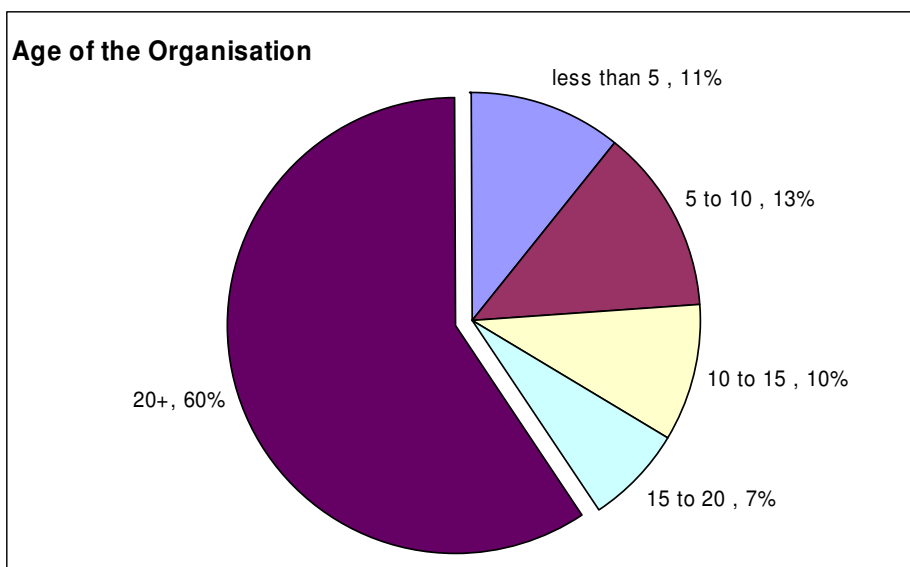
The chart below reflects the geographical distribution of the respondents from within the county, according to whether they were located in the Arfon, Meirionnydd or Dwyfor regions of Gwynedd.



While more responses were received from organisations located in Arfon, it must be borne in mind that a number of the organisations concerned provide services throughout the county. Historically, there has been a tendency to locate the county's administrative and control centres in Arfon, and this is reflected in the number of third sector organisations which have also located their offices there.

The Age of the Organisations

The age profile of the organisations which responded to the questionnaire immediately revealed one important fact, namely that 60% of the organisations are more than 20 years old. Indeed, three quarters were more than 10 years old.



This fact alone raises a number of important long-term issues for the sector. One such issue (which recurred during the consultations discussed in detail below) is the importance of ensuring the long-term continuity of these organisations, and the need for new blood, to take over from ageing volunteers and trustees.

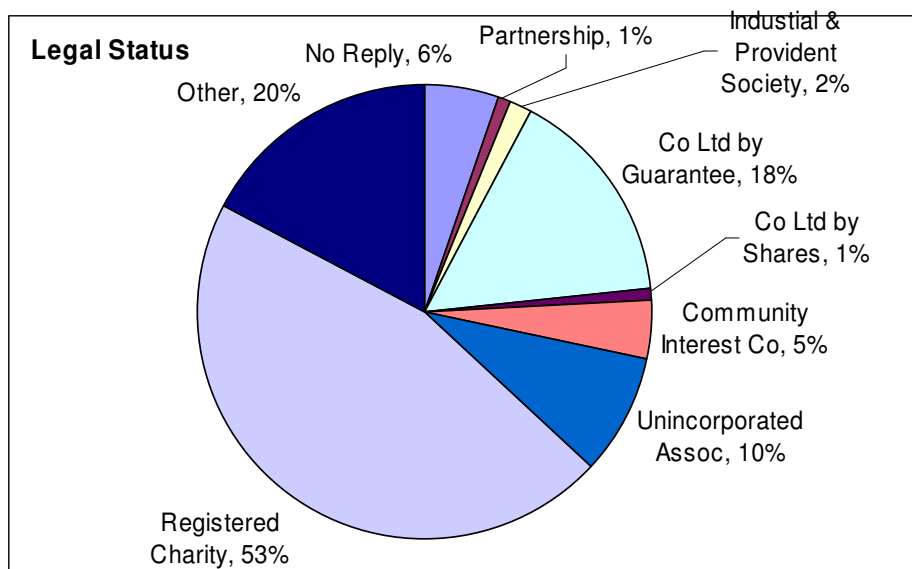
The profile also emphasises the high percentage of long-established movements in the sector, and the need to be conscious of that fact when introducing change, or promoting new and more challenging ways of operating within the sector.

At the same time, the statistics remind us that 11% of the new organisations were founded during the past five years. These bodies often lack the stability and “track

record” of the more established organisations They too, therefore, have particular support needs, as discussed further below.

Legal Status

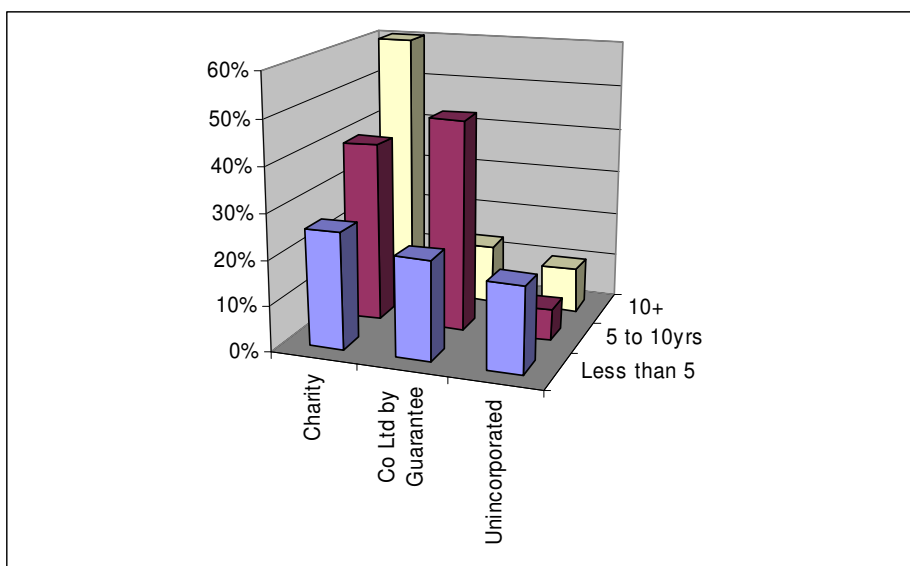
When organisations were asked to describe their legal status, more than half (53%) said they were registered charities. 18% were companies limited by guarantee, while 10% were unincorporated associations.



The most numerous groups in the "Other" category were religious groups, sports clubs and voluntary groups.

Nevertheless it is interesting, when comparing age and legal status, to note clear differences in the kinds of legal status adopted by recently-founded organisations compared to the older bodies.

Legal Status According to Age of Organisation



While 60% of the organisations established for more than 10 years were registered charities, only 33% of those younger than 10 years had that status. Even fewer (26%) of the organisations which were younger than 5 years had registered charity status.

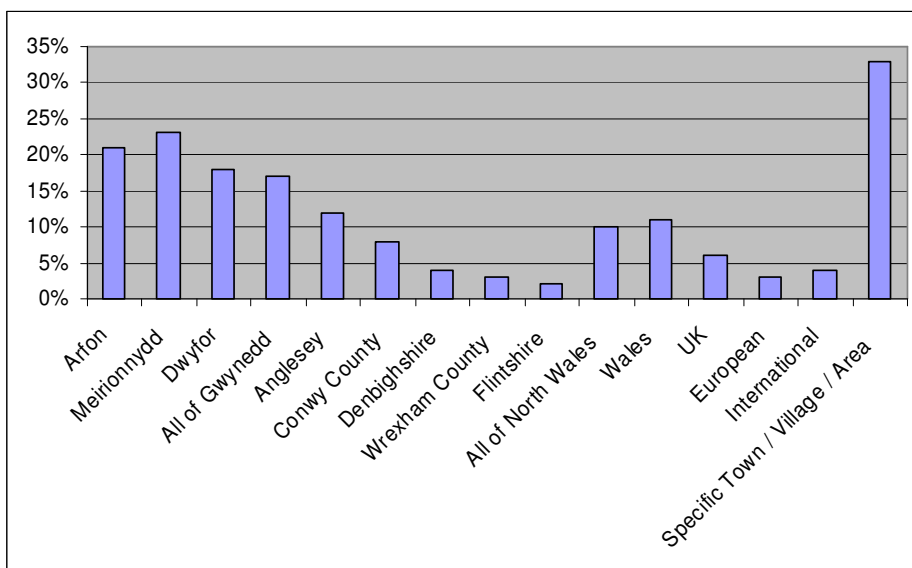
The younger bodies were more likely than the older ones to have registered as companies limited by guarantee - 35% of those under 10 years old, compared to 13% of those over that age. Also a higher proportion of the younger organisations are unincorporated associations - 19% of those under 5 years old, compared to 10% of those over 10 years old.

It is clear therefore that, historically, the majority of third sector organisations in Gwynedd were registered charities, but that tendency is now changing. The legal status of the newer bodies is more varied. The growth of community enterprises in the county may account for this change. The new legal status of Community Interest Company is an addition to the range of models available for adoption by organisations.

The increase in the number of unincorporated associations is also noteworthy, and represents a field of activity that is growing in importance within the county, one which policy makers and support providers will need to address.

The area served

As well as establishing their locations, the organisations were also asked to indicate which areas they served. The responses are shown in the graph below:



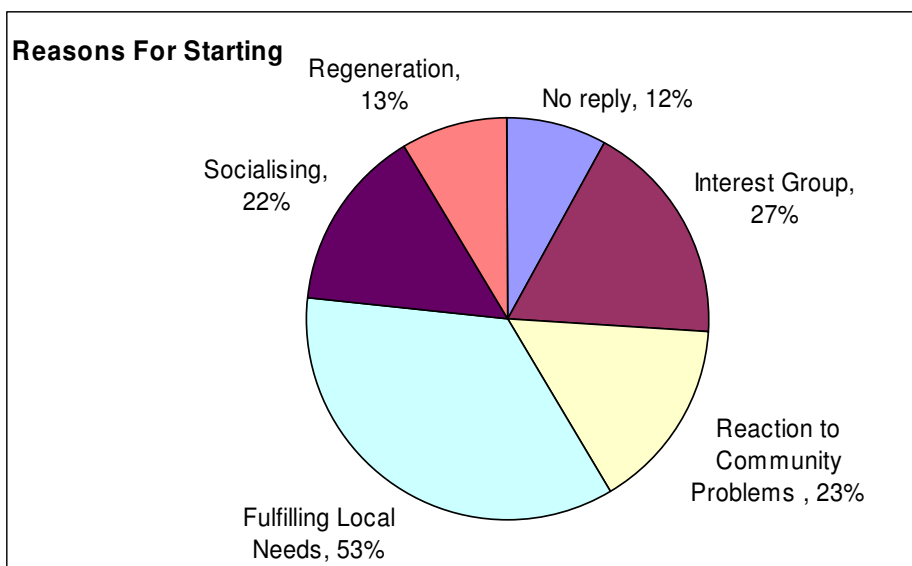
The largest group of organisations (33%) served a specific village, town or area. The numbers of organisations serving Meirionnydd (23%), Arfon (21%) and Dwyfor (18%) represented a fairly even split. 18% indicated that they served all of Gwynedd.

Interestingly also, 60% of the organisations regarded themselves as independent, while 39% were members of a national movement or umbrella organisation. This again underlines the importance of establishing strong links between support providers and this independent sector, since they have no direct access to support from a wider movement.

4.1.2 Services and Beneficiaries

Reasons for Establishment

When asked to explain their aims and the reasons for their establishment, 53% said they came into existence in order to fulfil local needs. 27% had been established as interest groups, and 23% existed in response to some social problem. It was noteworthy that only 13% of the entire sample had come into existence to contribute to the regeneration of their localities.

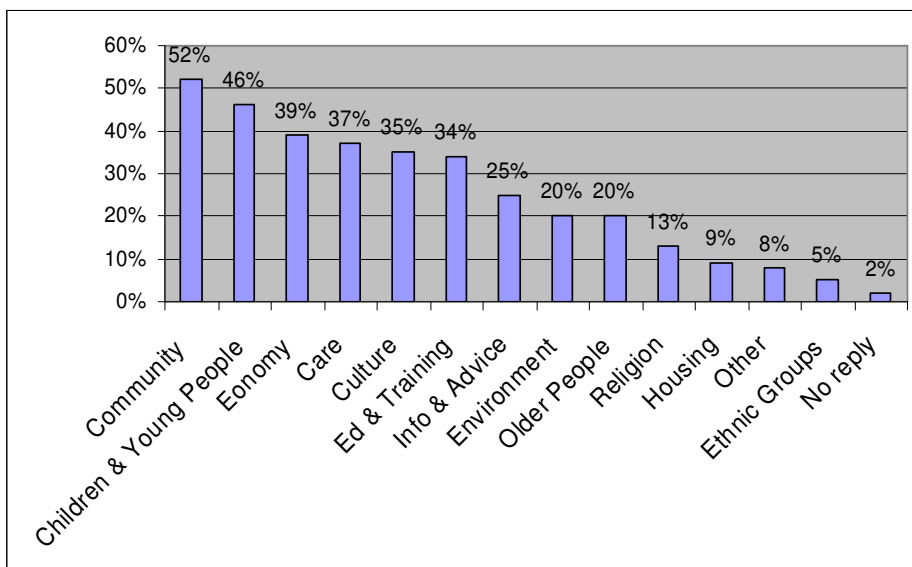


If the organisations are separated according to their age, different tendencies are again evident, with 19% of those under ten years old seeing a more definite role for themselves in the context of local regeneration, compared to organisations over ten years old (10%). This suggests that the more recent organisations within the third sector in Gwynedd are more conscious of the harder outputs of their work, and their wider social and economic impact on the area.

Organisations were asked to indicate in which fields of activity they were involved. They were presented with a list of over 40 specific fields, and those mentioned most commonly in responses were Children / Families (33%), Young People (31%), Arts / Culture (31%) and Education and Training (29%).

To facilitate presentation of the data, the fields of activity were grouped under a lesser number of headings. As might be expected, the most prominent field of activity was that of Community Resources. This included such activities as managing community centres and village halls, playing fields and leisure activities, social events, sports and local community action. Children and Young People was also a popular category, along with the Care, Economy, Education and Training and Culture sectors.

Fields of Activity:



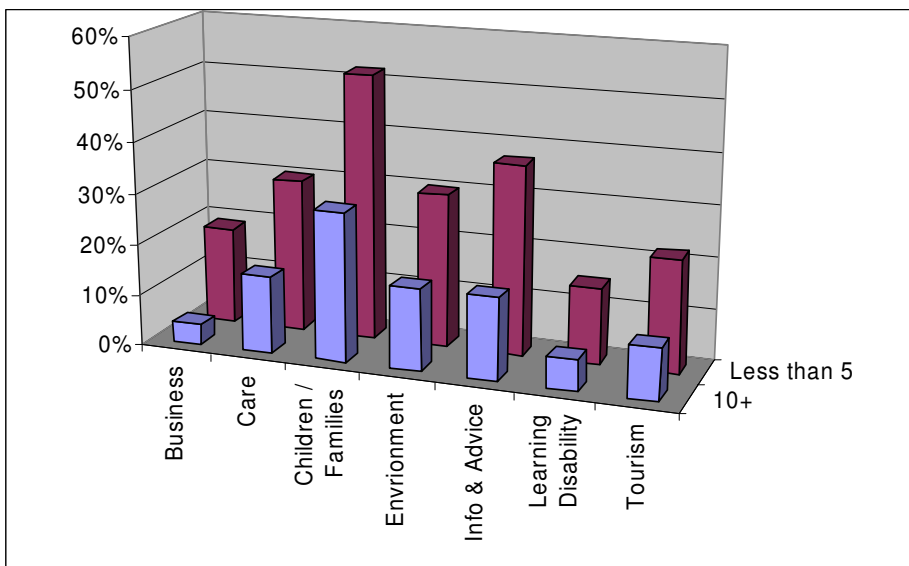
The full range of all the activities under all headings appears in Appendix 5.

The data reveal that the more recently-established organisations tend to offer services within a wider activity range, compared to the older bodies. Indeed, there are striking

differences between the activities of organisations established within the past five years, and the bodies which have traditionally belonged to the sector in Gwynedd.

Compared to those which are over ten years old, a much higher percentage of organisations aged under five are involved in the field of Business (19% compared to 4%), Care (30% compared to 15%) and Children and Families (52% compared to 29%). The percentage is also twice as great in the fields of Information and Advice (37% compared with 16%), Learning Disability (15% compared with 6%) and Tourism (22% compared with 10%). It is also substantially higher in the Environment field (30% compared to 16%).

Fields of Activity according to Age of Organisation:



It is encouraging to note that a number of the above fields are growth sectors which are likely to play a much more central role in the economic development of Gwynedd in years to come. Not only does this emphasise the potential for growth of these individual organisations but, more importantly, it highlights the real opportunity which exists for the third sector in Gwynedd to make a substantial contribution to the county's economy in the future.

Some ideas are outlined later in this report concerning ways of ensuring that the sector takes advantage of the opportunity to fulfil this potential.

Instances of benefit

(We have chosen to measure the benefit provided by the sector to the residents of Gwynedd on the basis of "instances of benefit" as opposed to "number of beneficiaries". An "instance of benefit" occurs when an individual benefits directly from an organisation's activity. This is different to the "number of beneficiaries" as every individual could benefit from the activity of more than one organisation.)

All organisations were asked to indicate how many instances of benefit, in their opinion, occurred annually from their activities. Because a number of organisations in the sample also operated in areas outside Gwynedd, the results were filtered to include only those whose activities were confined to Gwynedd. This produced a total of 175,107 instances of benefit.

This figure, however, should be viewed as a minimum estimate because some of the beneficiaries of the excluded organisations would also have lived in Gwynedd. For example, the instances of benefit of organisations located in Gwynedd, but serving areas within the county as well as outside, totalled 307,954.

It should be remembered that many individuals living in Gwynedd benefit from the activity of more than one organisation. It could be said, based on a population of 117,000 that every individual in the county on average enjoy 1.5 instances of benefit directly from the work of the third sector in Gwynedd. 175,107 instances of benefit represent an average of 1,061 instances of benefit for every organisation in the sample of organisations that are active in Gwynedd alone.

These figures are analysed in more detail in the table below, which shows the distribution of instances of benefit in various bands. This reveals that a majority of the

organisations which serve Gwynedd alone claim to provide between 100 and 999 instances of benefit.

Instances of Benefit:	1 - 99	100 - 999	1,000 - 49,999	50,000 - 99,999	100k+
% distribution of responses:	34%	47%	19%	1%	0%

We were asked to look in particular at the instances of benefit of organisations in the care, health and welfare sector, which serve Gwynedd only. Such organisations, which said they were active in the fields of Care, Disability, Health, Learning Disability, Mental Health, Physical/sensory Disability, Special Needs, Substance Misuse and Offenders, had a total number of 46,117 beneficiaries.

Likewise in the Leisure sector (organisations which said they were active in Leisure/Playing Fields or Sport) the total number of beneficiaries was 42,405.

With such high numbers of beneficiaries, there can be no doubt about the extremely valuable contribution which the sector makes to the social and economic life of Gwynedd – a fact which should be at the forefront of the minds of those who make policy and allocate funds in the county.

4.1.3 Employed Staff and Volunteers

A series of questions were asked about the numbers of workers employed by the sector in Gwynedd. 46% of all the organisations said that they employed staff, with 27% of all organisations employing full time staff and 39% employing part-time workers.

The organisations which were active in Gwynedd alone employed a total of 269 workers. The respondents who quoted exact figures said they employed 109 full-time workers and 131 part-time. (The figures given for full and part-time staff did not correspond to the

total number employed, because some respondents had given incomplete answers). These figures again should be considered minimum estimates.

On average, therefore, it can be said that organisations serving Gwynedd alone employ at least 1.6 staff each - 0.7 full-time and 0.9 part-time.

By multiplying these average figures with the number of organisations in the sector in Gwynedd, it can be estimated that the whole sector employs around 1,810 workers, of whom 792 work full time.

Respondents were asked how many hours per week are worked by the part-time staff, and on the basis of the answer obtained, it was estimated that each part-time member of staff works 9.1 hours. On average, therefore, with each organisation employing 0.9 part-time member of staff, it can be estimated that a fraction of a part-time member of staff is equivalent to 0.27 of a full time post (based on a working year of 228 days, 35 hours per week).

It is estimated therefore that part-time staff are equivalent to an additional 305 full time posts, making a total of 1097 full time and full time equivalent jobs. Assuming that the employed population of Gwynedd is 49,700 (ONS annual population survey October 2004 - September 2005) it can be estimated, therefore, that the sector accounts for a least 2% of the entire Gwynedd workforce.

Using the average weekly earnings for the county (census figures from the ONS annual survey of hours and earnings - workplace analysis, Gwynedd 2005, i.e. £358.70 per week) the economic contribution of the third sector in Gwynedd, in terms of direct employment, is £20,462,000 per annum.

Out of the sample of organisations which serve Gwynedd alone, the table below shows that only 15% (24 organisations) employ full-time staff, and that the majority of them employ only one or two workers. Part-time staff are employed by 32% (53 organisations).

% of Organisations Serving Gwynedd Alone which Employ Staff:

Status of staff:	Full time:	Part-time:	Total:
In general:			
% of the sample (165) which do <i>not</i> employ staff (or did not respond)	85%	68%	62%
% of the sample (165) which employ one or more staff	15%	32%	38%
Total numbers of employing organisations:	24	53	63
% employing specific numbers of staff:			
1 – 2 staff	63%	66%	52%
3 - 5 staff	17%	23%	27%
6 - 10 staff	13%	11%	11%
11+ staff	8%	0%	10%

The Demographics of the Staff

Organisations were asked to indicate how many of their staff belonged to specific demographic groups. (It should be noted that not all organisations were able to provide this information).

The table below shows the percentages of organisations which indicated that they employ at least one person in the categories listed in rank order:

Percentages of Organisations Employing staff in Particular Demographic Groups:

	% of whole sample employing one or more		% of Gwynedd only organisations employing one or more
<i>Base:</i>	240	<i>Base:</i>	165
Female	38%	Welsh speaking	32%
Welsh speaking	37%	Female	30%
Aged 26 – 49	34%	Aged 26 – 49	27%
Male	28%	Male	19%
Aged 50+	25%	Aged 50+	19%
Aged under 25	14%	Aged under 25	8%
Disability	7%	Disability	4%
Ethnic minority	3%	Ethnic minority	1%

On the basis of this sample, therefore, we can conclude that 4% of third sector organisations in Gwynedd employ people with a disability.

The following table shows the total percentages and numbers of staff belonging to each group in rank order:

Total Percentages and Numbers of Staff per Demographic Group:

	Organisations in the Whole Sample		Organisations Serving Gwynedd only
Total number employed:	1243	Total number employed:	269
Female	55% (682)	Welsh speaking	89% (239)
Welsh speaking	47% (590)	Female	75% (201)
26 - 49	43% (540)	26 - 49	52% (139)
Male	23% (289)	50+	26% (71)
50+	19% (235)	Male	24% (64)
Aged under 25	10% (119)	Aged under 25	17% (46)
Disability	4% (54)	Ethnic minority	7% (19)
Ethnic minority	2% (31)	Disability	4% (12)

(As explained above, not all organisations were able to provide full data, and consequently some of the percentages are understated. Nevertheless, the figures give a clear idea of the staffing ratios).

The data suggest that the organisations in the sample employ twice as many women as men. The contrast is even more obvious in the data for organisations serving Gwynedd only, where more than three times more women than men are employed. A far higher percentage of Welsh speakers are employed by organisations serving Gwynedd only (89%, compared to 47% for the whole sample).

Volunteers

Because by far the greater part of the third sector in Gwynedd consists of voluntary organisations, the questionnaire also enquired about dealings with volunteers.

Of the organisations serving Gwynedd alone, 80% (132) had one or more volunteers working for them. The total number was 2,748 volunteers, an average of 16.7 volunteers for each organisation in the Gwynedd-alone sample.

The responses also show that each volunteer on average works for 2.41 hours per week, equivalent to 125.32 hours per year.

Knowing the number of volunteers and the hours which they work each year, we can estimate (on the basis of a working year of 228 days, 35 hours per week) that the work done by volunteers is equivalent to 1,481 full-time posts, or 1.31 equivalent full time posts per organisation.

Using the average weekly earnings (census figures from the ONS annual survey of hours and earnings – workplace analysis, Gwynedd 2005, i.e. £358.70 per week) the contribution to the economy of Gwynedd is estimated to be £27,635,582.

As was done in the case of staff, organisations were asked to indicate how many of their volunteers belonged to specific demographic groups. (It should be noted that not all organisations were able to supply this information).

Total Percentages and Numbers of Volunteers per Demographic Group:

	Organisations in the Whole Sample		Organisations Serving Gwynedd only
Total number of volunteers:	6,298	Total number of volunteers:	2,748
Female	59% (3726)	Welsh speakers	58% (1602)
Welsh speakers	58% (3645)	Female	46% (1262)
50+	43% (2700)	50+	45% (1230)
26 - 49	31% (1950)	Male	36% (998)
Male	27% (1725)	26 - 49	31% (855)
Aged under 25	10% (624)	Disability	7% (202)
Disability	7% (435)	Aged under 25	5% (135)
Ethnic minority	1% (82)	Ethnic minority	1% (20)

Here again, not all organisations were able to provide full data, and consequently some of the percentages are understated. Nevertheless, the figures give a clear idea of the ratios of volunteers.

The table shows that the ratio of female to male volunteers is rather more balanced than was the case for employees. It also shows that the percentage of Welsh-speakers is lower for volunteers, than for employees - especially among the organisations which serve Gwynedd only. The same is true of people from ethnic minorities.

The demographic data on volunteers also confirm that people over the age of 50 are the most likely to volunteer to work in the third sector in Gwynedd, although people aged 26-49 were the most likely to be employed in the sector. It should be noted also that a strikingly lower percentage of people aged under 25 are volunteering with organisations serving Gwynedd alone, compared to the whole sample (5% as opposed to 10%).

The table below compares the demographics of staff and volunteers in the sample of organisations serving Gwynedd alone.

Demographics of Staff and Volunteers, in Rank Order:

	Staff:		Volunteers
Total Employed:	269	Total Volunteering	2,743
Welsh speakers	89%	Welsh speakers	58%
Female	75%	Female	46%
26 - 49	52%	50+	45%
50+	26%	Male	36%
Male	24%	26 - 49	31%
Aged under 25	17%	Disability	7%
Ethnic minority	7%	Aged under 25	5%
Disability	4%	Ethnic minority	1%

Economic Inactivity

Tackling economic inactivity is becoming an increasingly important theme and a more pressing priority for policy makers. With that in mind, we attempted to measure the effect of the third sector in that context.

The economically inactive are those people who are not in work, but do not satisfy all the International Labour Organisation (ILO) criteria for unemployment. People who are economically inactive are not counted among the unemployed because they are not seeking work and are not immediately available to start work. The main groups of economically inactive people include those who are looking after a home or family, students, retired people, and those who have a long-term illness or are disabled.

Of the organisations serving Gwynedd only, 9% indicated that one or more of their staff had been economically inactive sometime during the 12 months immediately before starting work with the organisation. This amounted in total to 37 people - i.e. an average of 0.22 persons per organisation.

We can estimate, therefore, that the sector in Gwynedd directly employed 254 people who had been economically inactive sometime during the 12 months before the questionnaire was completed.

Likewise, 10% of these organisations indicated that one or more of their volunteers who had been economically inactive prior to volunteering with them during the previous twelve months, had gone on to find employment. This amounted to a total of 93 people, or an average of 0.6 persons per organisation.

Once again, this allows us to estimate that 679 people, who had been economically inactive, had gone on to find employment after volunteering in the sector during the past twelve months.

By combining the above figures for staff and volunteers, we obtain a total of 933 people who have been helped out of economic inactivity by the third sector in Gwynedd. Taking the total number of economically inactive people in the county (i.e. 16,700 according to census figures from the ONS annual population survey, October 2004-September 2005) we find that this is equivalent to 6% of the economically inactive population in Gwynedd.

This, therefore, highlights a further substantial contribution from the third sector to the local economy and to tackling economic inactivity. Because of the increasing emphasis on this agenda, the third sector now has a real opportunity to use this a platform for expanding and developing its work for the future.

Policies

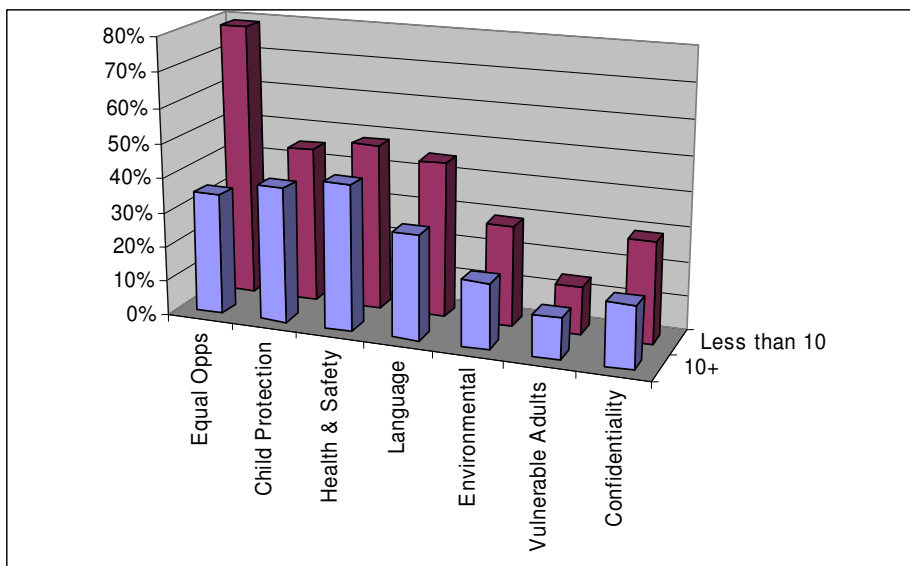
When we asked how many organisations had adopted policies in regard to particular fields, it became evident that only a minority of the organisations had policies in any field.

Policies:	
Equal Opportunities	46%
Child Protection	41%
Health and Safety	43%
Language	34%
Environment	21%
Vulnerable Adults	12%
Confidentiality	20%
No response	38%

This clearly demonstrates the need to offer better guidance to the sector on the importance of adopting suitable policies, and to provide support in implementing them.

There were variations, related to the ages of the organisations, in the numbers which had policies in the fields listed above. Interestingly, the younger organisations were more likely to have adopted policies, compared to the older groups. The greatest differences occurred in relation to equal opportunities, environment, language and confidentiality policies. Younger organisations are revealed to be much more conscious of the need for policies, for reasons of corporate responsibility and possibly in order to obtain access to grant sources.

Organisations with Policies, according to Age:

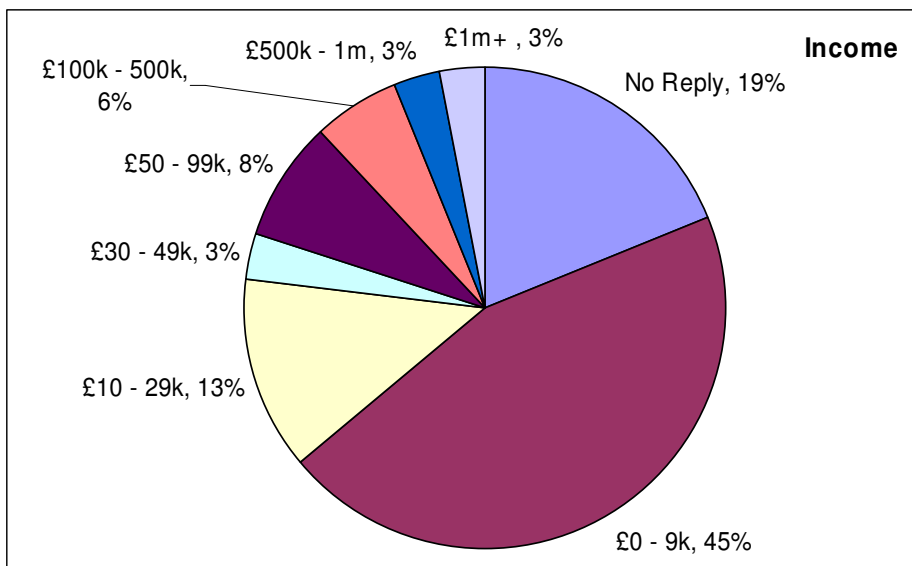


Another distinguishing feature of organisations in this regard was the level of their income. Organisations with a higher income level were much more likely to have policies in place. There are a number of reasons which may account for this, including the likelihood that such groups will have received more substantial grants, which required them to adopt policies as a condition of funding. It could also be related to the organisation's capability, and the likelihood of having paid staff, who have the time to develop such policies.

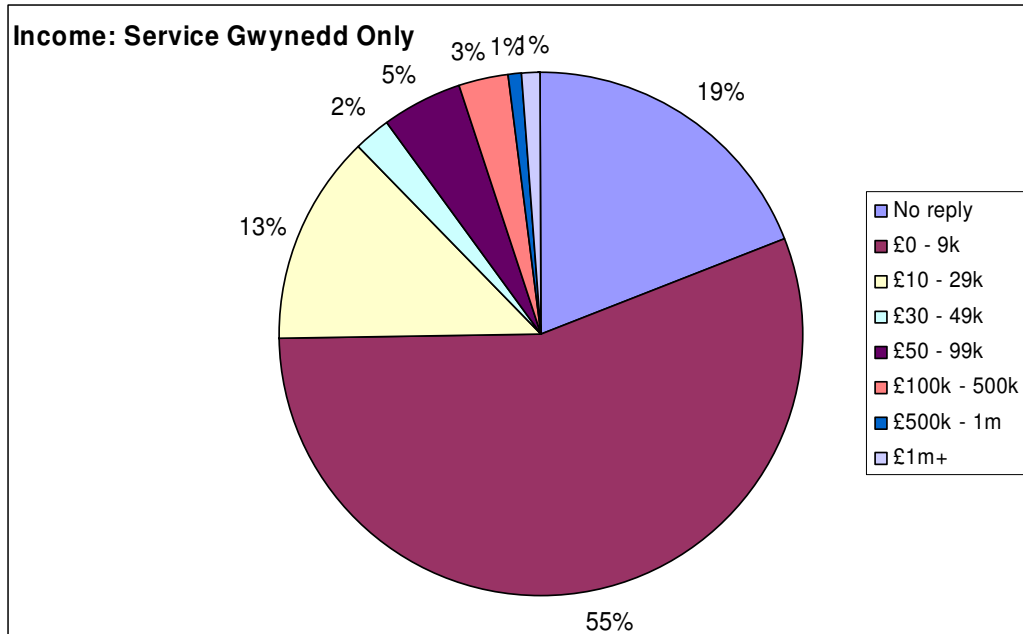
4.1.4 Income and Assets

Organisations were asked to reveal their annual income. The average annual income of organisations serving Gwynedd only was £34,346. Multiplying this by the total number of organisation in the sector in Gwynedd, the estimated income of the sector is in excess of £38,845,000.

The chart below shows the distribution of the respondents' income bands across the whole sample:



Across the whole sample, 45% of organisations stated their annual income was less than £9,000. Interestingly, a very similar percentage (43%) was obtained in another study of the third sector throughout the remainder of north Wales.



Looking only at the income of organisations serving Gwynedd alone, the distribution pattern is fairly similar to the pattern for the whole sample, but with a rather higher percentage (55%) of organisations with incomes in the £0k - £9k band. This is the most numerous cohort of organisations in the sector, a clear indication that a large proportion of the third sector in Gwynedd is made up of small groups.

While their contribution at the local level is invaluable, these organisations have little opportunity at present to contribute to the wider economic growth of the county. Indeed, one of the obvious priorities must be to ensure that such organisations show the will and potential to increase their income, and to give them every support in doing so.

At the other extreme, the research reveals that 12% of all the organisations in the sample have incomes of over £100,000 per annum, 3% with incomes between £500,000 - £1m and a further 3% with incomes in excess of £1m. Of the organisations serving Gwynedd alone, 5% said they had incomes of more than £100,000.

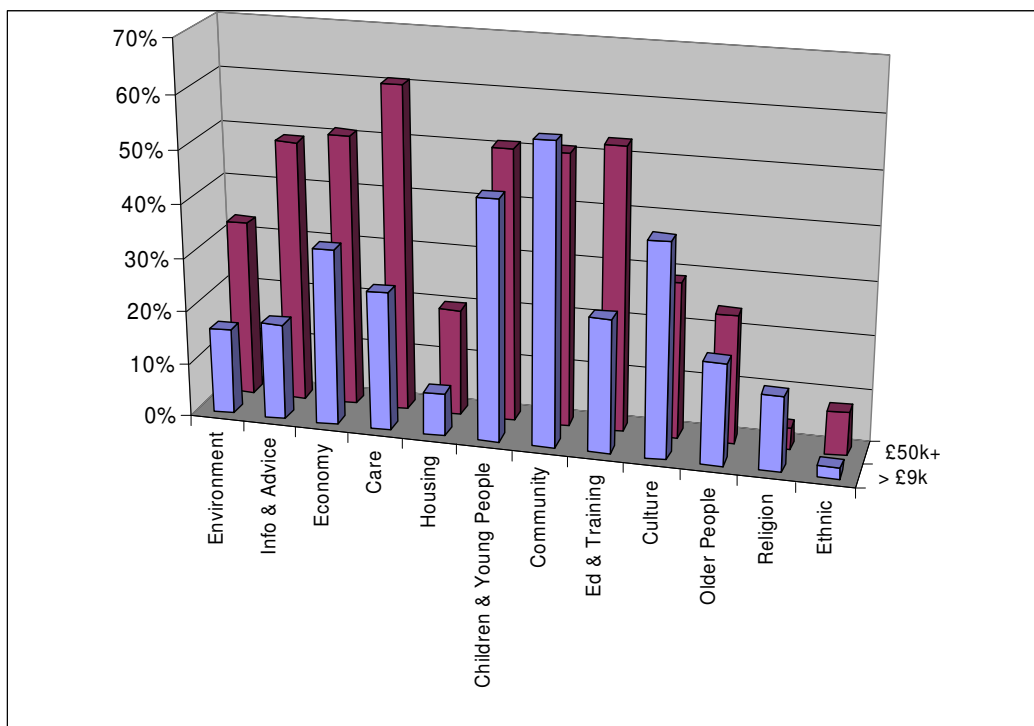
It is this stratum of organisations which is most likely to be contributing more substantially already to the social and economic life of the county. These are also the bodies which have a key role to fulfil as some of the leaders of the sector in Gwynedd. They are more likely to employ staff and therefore to have the resources and skills to act as advocates for the sector in various situations.

A number of them could also serve as role models for other organisations within the sector, hoping to expand and develop their work. Indeed, support bodies should focus on helping these organisations to share their expertise and experience with others working in the same field.

It was interesting that organisations with a higher income were more likely to be involved in certain fields of activity, compared to lower-income groups. The chart below compares percentages of organisations engaged in particular activities, with incomes below £9,000 and above £50,000 respectively.

Activity in relation to Income

(Front row: incomes of less than £9,000. Back row: incomes of more than £50,000)



Activities are grouped into categories in the above chart. A list of the activities included in each category is given in Appendix 5.

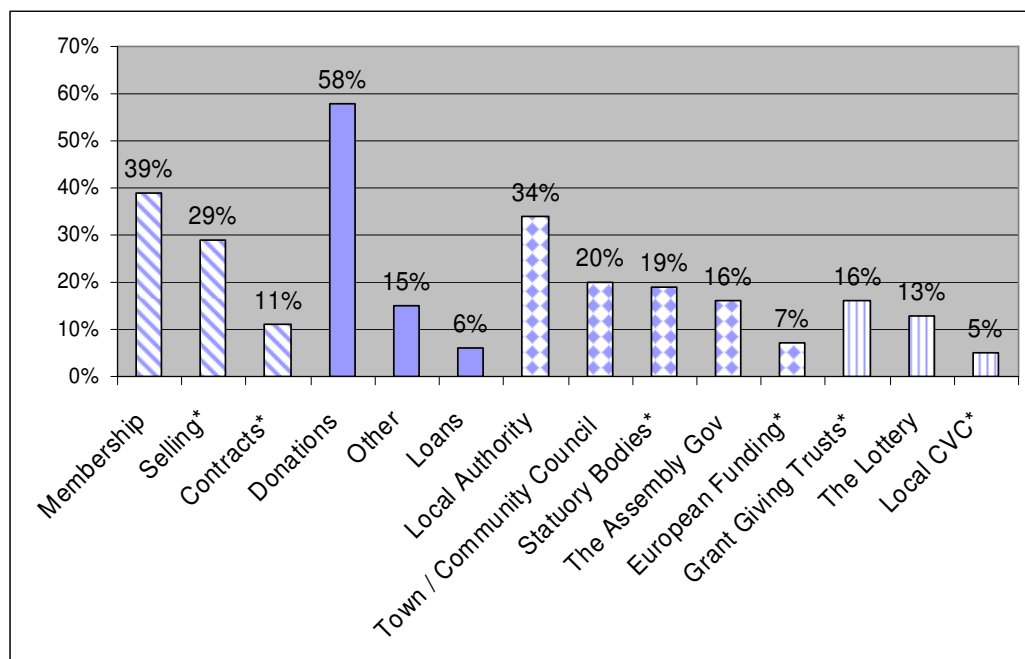
Among the fields of activity with the greatest income-related differences in the organisations which were involved were Education and Training (53% of the organisations had incomes over £50,000, compared with 25% with incomes below £9,000); Advice and Information (43%, compared with 13%); Disability (27% compared with 11%); Care (27% compared with 12%); Environment (33% compared with 15%); Mental Health (20% compared to 5%); Advocacy (20% compared to 3%) and Tourism (20% compared with 8%).

The lower-income groups are more likely to be involved in such fields as Religion, Arts and Culture, Community Centres and Village Halls, Leisure and Playing Fields and Community Newspapers.

A profile was then formed of the organisations' sources of income.

Income Sources:

Please note that the chart shows the percentages of all the organisations receiving income from the sources, NOT percentages of income derived from those sources.



* Full descriptions:

Selling – Selling goods/ service

Contracts - Contracts / Service level agreements

Statutory Bodies – Other statutory bodies (e.g. Local Health Board, WDA, Welsh Language Board, Arts Council, WCVA),

European Funding – European funding by direct application

Grant Giving Trusts - Grant-making trusts (e.g. Tudor Trust, Carnegie Trust)

Local CVC - Local County Voluntary Council

Half of all the organisations received some of their income from the public purse. This included income from local authorities (34%), town and community councils (20%), the Assembly Government (16%) and other statutory bodies (19%). The fact that a third of

the organisations received funding from the local authority underlines the key role of Gwynedd Council, as a mainstay of the sector within the county.

Almost a quarter of organisations said they received income in the form of grants from, for example, the National Lottery (13%), Grant-giving Trusts (16%) and the Local County Voluntary Council (5%).

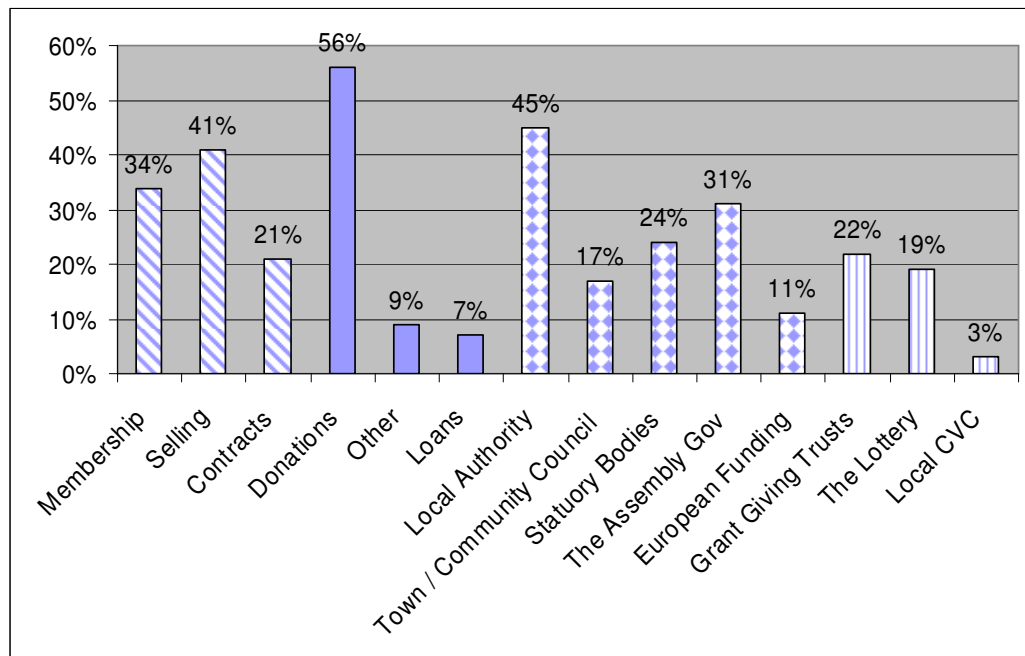
As many as 63% of all respondents said they generated some of their income from trade, while Membership Fees (39%), Sale of Goods/ Services (29%) and Contracts/ Service Level Agreements (11%) indicate clearly that a firm foundation exists for the development of trading income, which will help to create a more self-sustaining sector in the future.

A great majority of the responses listed under Other included fundraising by means of social activities, sponsorship, schemes such as "100 Clubs", investments and contributions. Six per cent of organisations also said they made use of loans as a source of funding.

Income Sources and Employment

The sources of income of organisations which said they employed full-time or part-time staff were investigated in more detail. The following results were obtained:

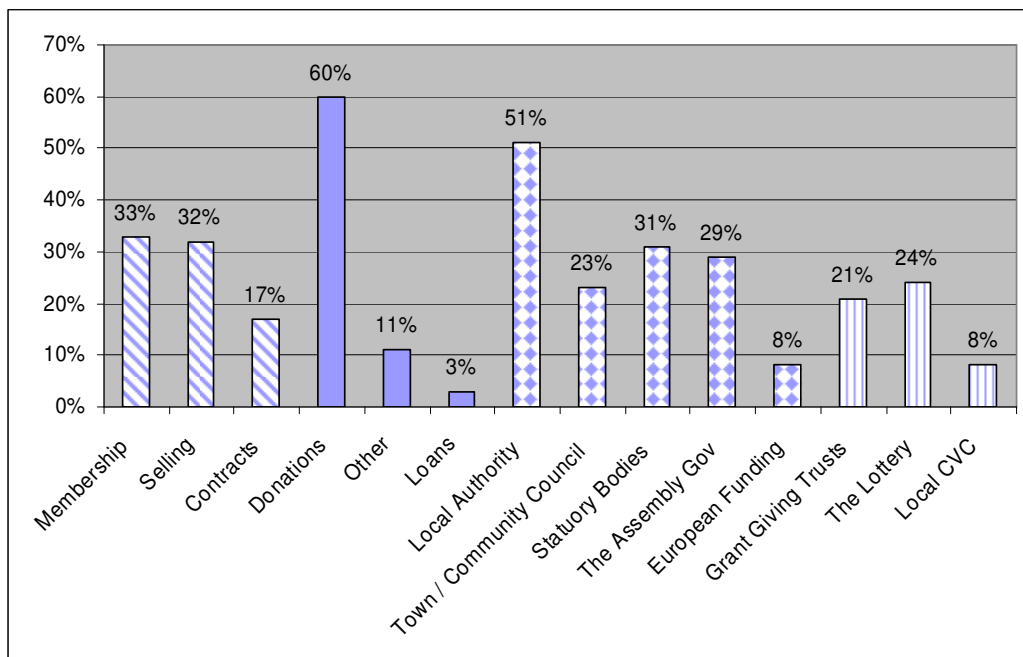
Sources of Income of Organisations Employing Staff:



A greater proportion of these organisations derive their income from commercial activities, e.g. from the sale of services (41% compared to 29% of the whole sample) and from service level agreements (21% compared to 11% of the whole sample). More of them are also found to be less dependent on public funds (especially funding from the Assembly and the local authority), or on grants from grant-making trusts and the Lottery.

Income Sources and Dependence on Grants:

Specific attention was paid to the income sources of organisations which depended on grants for more than half of their income:

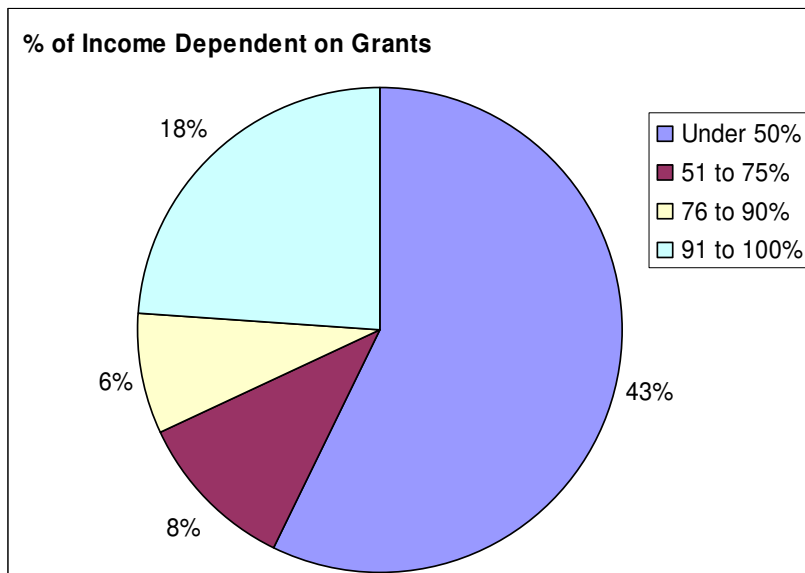


It is immediately evident that more than half (51%) of organisations which receive income from the local authority depend on grants for more than half of their income. Once again, this clearly underlines the key role of Gwynedd Council in securing the financial viability of the sector.

Dependence on Grants

Although the percentage of organisations obtaining an income from trade is greater than the percentage receiving public funding, this does not reveal how much of their income is derived from these sources.

Organisations were therefore asked for what percentage of their income were they dependent on grants. Although 18% of organisations said they depended on grants for more than 90% of their income, 43% depended on grants for less than half of their income. The chart below shows the distribution of grant dependency according to percentage of income:

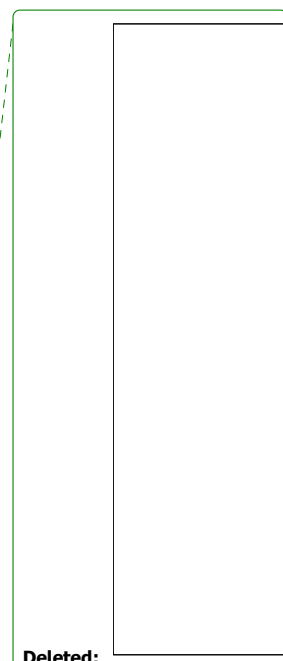


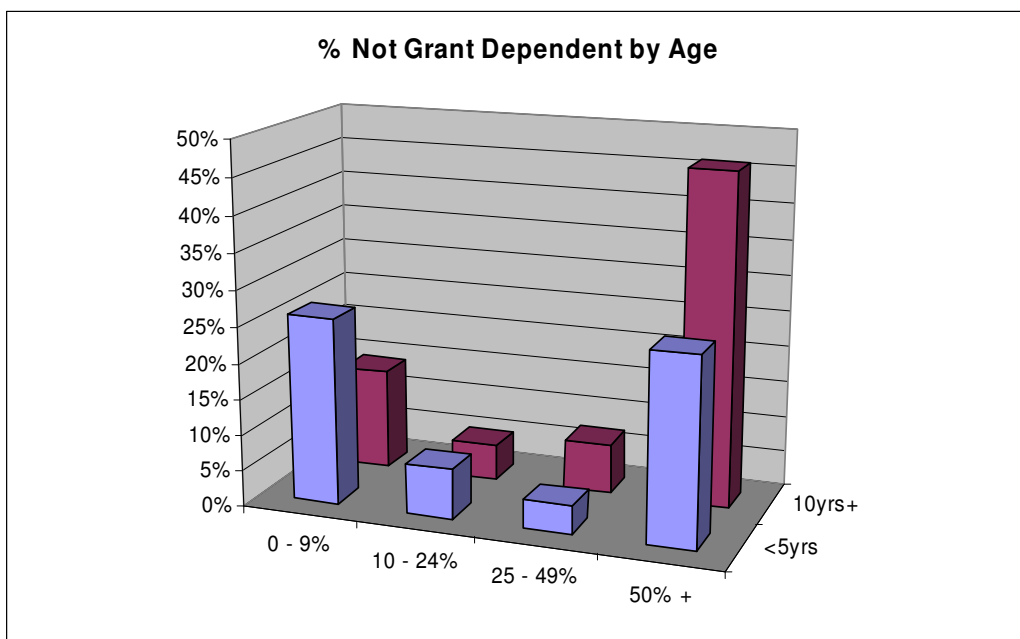
When income levels were considered in conjunction with the percentages of income which depended on grants, it was immediately clear that higher-income organisations tended to be more grant-dependent.

Of the organisations which had an annual income of less than £30,000, the percentage dependent on grants for more than 90% of their income was 17%; this compares with 27% of organisations with an income over £30,000.

At the other end of the spectrum, of the organisations with less than half their income depending on grants, 53% had an annual income of less than £30,000 and 36% and 36% had an income over £30,000.

When looking at grant dependency in relation to the age of the organisation, younger organisations were seen, on the whole, to be more grant-dependent than older groups.





Of the groups which were less than 5 years old, 26% depended on grants for more than 90% of their income, compared to 14% of organisations over ten years old. At the other extreme, 26% of groups under five years old depended on grants for less than half of their income, compared to 46% of organisations over ten years old.

This shows that younger groups are generally more dependent on grants for their income – possibly because they owe their existence to a substantial initial grant, and are still in the process of developing more sustainable sources of funding.

The Desire to be More Self-supporting

In order to measure the keenness of organisations to become more self-supporting, they were asked whether they intended to increase the proportion of their income which was not grant-dependent. Of those who responded, only slightly more than half (53%) said they intended to do so. This probably reflects the culture of grant dependency, which has been so prominent a feature of the sector in Wales in recent years.

In order to create a more sustainable sector, it is important to move organisations forward from an excessive dependency on grants to a situation where they have a more balanced range of income sources. The first step in the process is to raise awareness of the need to be more self-supporting. The second stage is to take practical steps to implement that self-sufficiency.

Of the organisations who said they intended to be less dependent on grants, 64% said they had plans or projects in mind to realise that ambition. Those organisations, therefore, are clearly already on the road to greater self-sufficiency. The challenge to support providers is to ensure that the policy environment and support services are suitable for the fulfilment of their goal.

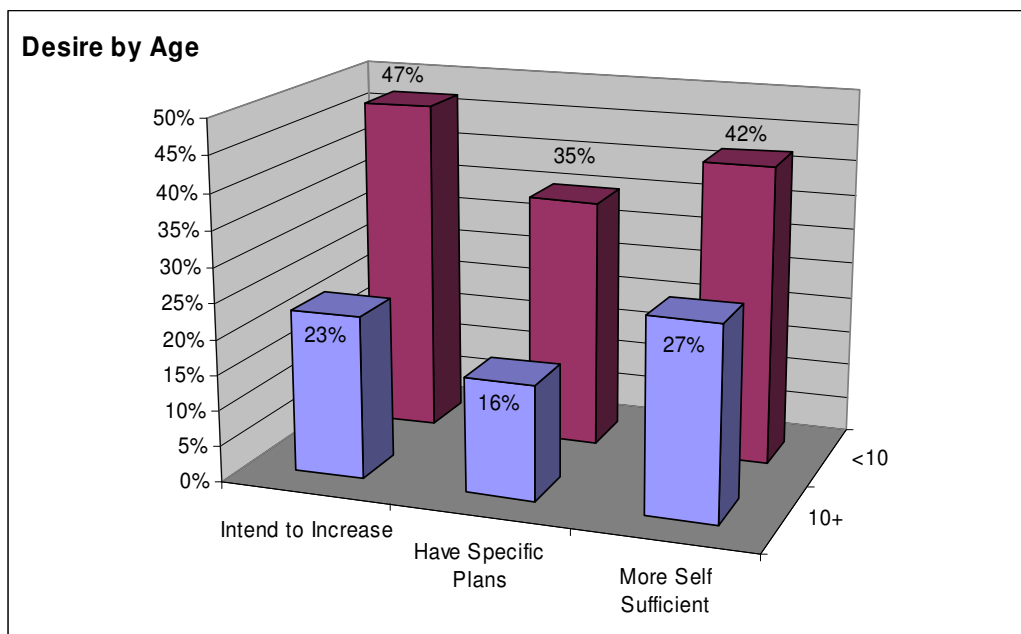
Investigation of the fields in which these groups were active revealed that the following were the most common:

Fields of Activity	
Community	67%
Economy	65%
Advice and Information	53%
Children and Young People	53%
Education and Training	51%
Care	49%
Arts/ Culture	37%
Environment	35%
Older people	24%
Housing	18%

When the question was asked whether an organisation desired to be less dependent on grants and more self-supporting, more than two thirds (69%) of respondents said that they did. It is clear, therefore, that a cohort within the sector does want to move in that direction

Fifteen per cent of the sample gave affirmative answers to the three questions, whether they wished to increase the proportion of their income which does not depend on grants, whether they had plans in place to do so, and whether they wanted to be more self-supporting. This percentage was similar to the 13% obtained in a similar survey conducted throughout north Wales.

Interestingly, the younger organisations were more likely to have answered the three questions in the affirmative.



This suggests that a higher proportion of the younger groups are conscious of the need to become more sustainable and self-supporting over the longer term.

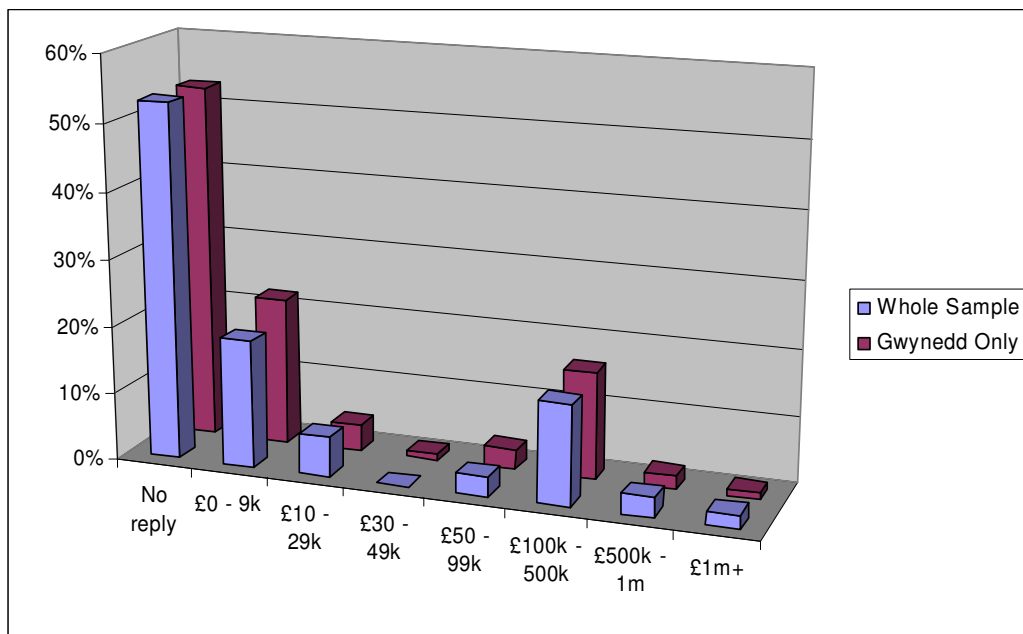
It is also possible that several of these newer groups exist as a consequence of the availability of a grant for a fixed term and naturally, therefore, are more concerned with generating income from other sources. This serves to create circumstances more conducive to the development of social enterprises, and operational models which enable income to be generated through trade.

It is likely that older organisations generally have moved beyond this stage in their development and have already, over the years, found more constant and dependable sources of income. This has clear advantages insofar as a wider and more balanced range of sources provides a firmer foundation for growth.

Assets

As well as enquiring about income, organisations were also asked to state whether they possessed any assets. Of the whole sample (front row, below) 52% of the organisations said that they held assets, as did 47% of the organisations serving Gwynedd alone (back row). They were asked to state the approximate value of those assets.

The Value of the Assets



Although a high percentage of organisations failed to answer this question, it is clear that most organisations have assets valued at less than £9,000. This is consistent with the income profile for groups within the sector.

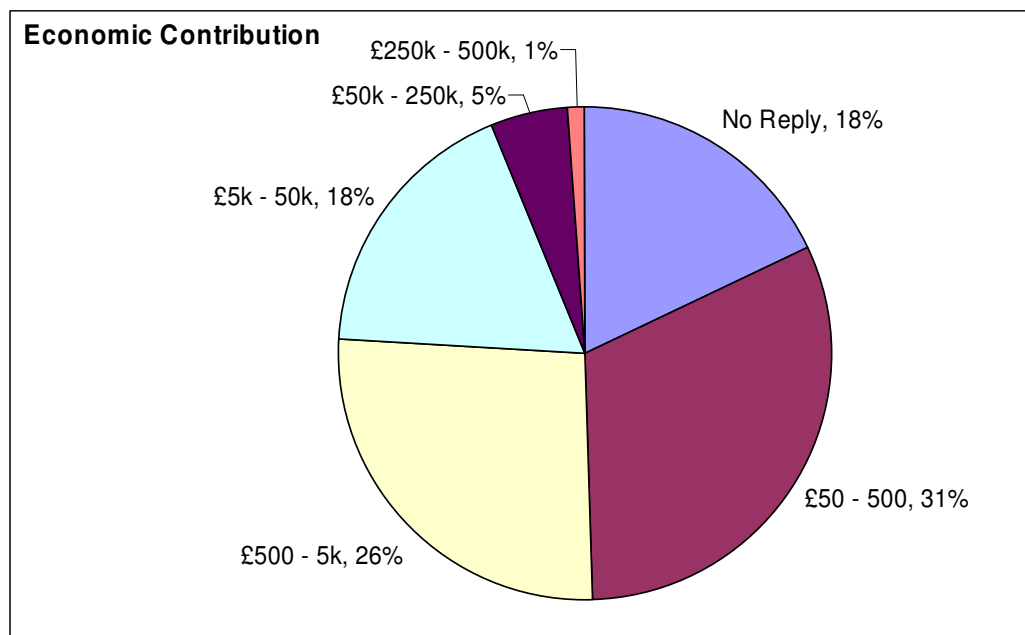
It should also be noted that 19% of organisations serving Gwynedd alone said they had assets worth more than £100,000, which implies that the sector holds a substantial

asset base. Averaged out, this is equivalent to estimated assets of £71,158 per organisation. Across the whole sector in Gwynedd, this in turn would be worth a total in excess of £80,500,000.

In general, a higher proportion of the organisations with assets in excess of £100,000 wished to become less dependent on grants (56% compared to 32% of groups with assets of less than £100,000). The income band £50,000 - £99,000 had the highest percentage of organisations hoping to become more self-supporting. Of the organisations with incomes below £30,000, 27% wanted to become more self-supporting, compared to 55% of groups with incomes of more than £30,000.

4.1.5 Contribution to the Area

Organisations were asked to estimate their direct contributions to the local economy (including the annual amount spent on the purchase of goods and services from local suppliers). Fifty-eight per cent of organisations said their contribution was less than £5,000, while 24% said it was above that figure.



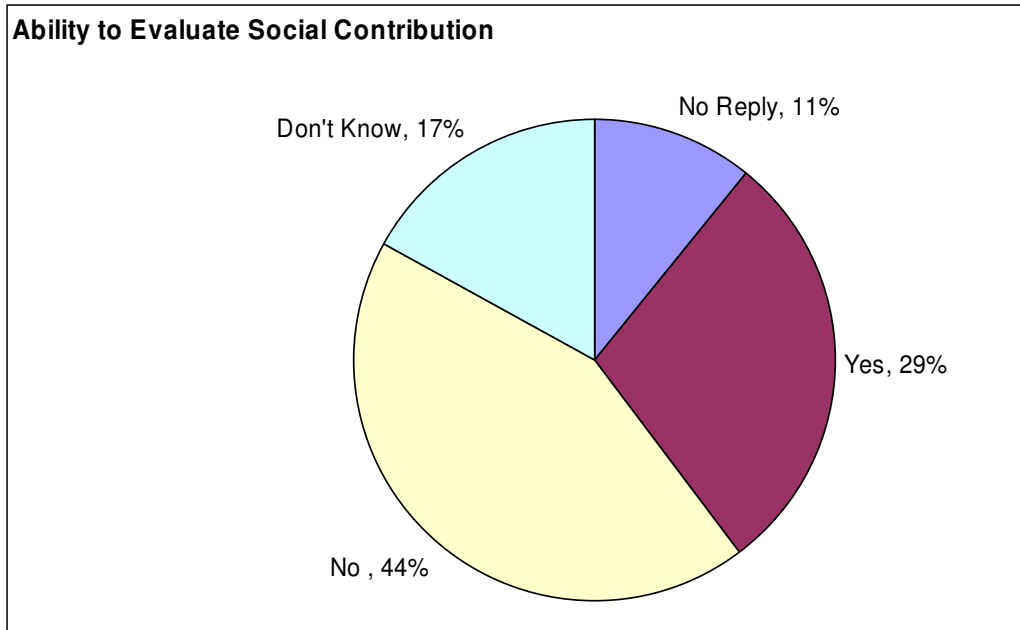
Sixteen organisations in the sample said they contributed more than £50,000 annually, directly to the Gwynedd economy, with three contributing more than £250,000.

The figures for organisations serving Gwynedd alone show an average local economic contribution of £13,220 per organisation per year. We can therefore estimate that at least £14,951,820 is spent annually within the county by the local sector, without including salaries. If salaries are included, the total increases to more than £35,400,000.

The fact that the majority of organisations make a fairly small contribution is again consistent with responses received concerning income levels and the value of assets. The most numerous cohort of third sector organisations in Gwynedd is seen therefore to be comparatively small in terms of financial activity as well as economic contribution. However, the data also demonstrate that a cohort of organisations exists which appear to have the potential for a much more substantial economic contribution if that potential were used to its full advantage.

It is important to remember that the above discussion takes no account of the social contribution made by the organisations, or of any wider economic benefits which may derive from that.

The organisations were therefore asked to state whether they had any means of assessing or evaluating their social contribution to the area. Only 29% replied in the affirmative (the percentage was the same for groups serving Gwynedd alone) while 44% had no means of measurement, and the remainder didn't know.



This raises a very important issue for a sector which takes pride in its 'triple bottom line', and at the same time fails to measure its direct social contribution, including, consequently, the wider economic impact of its work. Later in this report we shall expand on the urgent need to develop work in this regard – because confirming value and justifying the work done by the sector will be crucial for enabling growth and facilitating development.

4.1.6 Support Needs

When groups were asked what were the main obstacles to the development of their organisation, the main obstacles listed were Funding (53%), Income (32%), Time Resources (37%) and Lack of Volunteers (36%).

This came as no surprise because a lack of financial resources and scarcity of volunteers are complaints which are familiar to all who are involved in the sector. Two other concerns, mentioned by a number of organisations were Lack of Suitable Location (14%) and Apathy (17%).

It was interesting that operational matters scored much lower, e.g. Lack of Management Skills (3%), Lack of Legal Knowledge (e.g. employment law) (4%) a Lack of Expertise among Board members (7%).

There was no great divergence between obstacles facing younger organisations and those facing older bodies. The greatest difference between organisations aged under 5 and those which were over ten years old was that a higher percentage of those aged under 5 felt that lack of funding (70% compared with 49%) and time resources (52% compared with 33%) were obstacles to the development of their organisation. This is consistent with the fact that the younger movements are generally more dependent on grants.

Similarly, when groups were asked to indicate what support they needed to enable them to work more effectively, the commonest answers given were Financial Support (32%), Fundraising (28%) and Support to Recruit Volunteers (22%):

Type of Support Needed:	Need Support
Financial Support	32%
Fundraising	28%
Support to Recruit Volunteers	22%
Computer and IT Support/ Equipment	19%
Marketing	18%
Training Volunteers	16%
Health and Safety Training	14%
Financial Training / Budgeting	12%
Planning	10%
Training for Trustees	9%
Help / support with Book Keeping / Accounting	8%
Administration	8%

Policy Development	8%
Social Economy Support	7%
Management	6%
Consultancy	6%
Other	5%

Among the more operational aspects, Marketing (18%) and Computer and IT Support / Equipment (19%) were the most prominent, ahead of Training for Volunteers (16%) Health and Safety Training (14%).

When organisations were asked what support they had already received, the most common response was Financial Support (17%). Since this remains also the field where there is greatest need for support, there is clearly a need for further work in this respect by support providers.

It is accepted that the demand for funding will remain an important issue for the sector, which it would be unrealistic to expect to satisfy completely. This, therefore, underlines the need to look afresh at the situation and to try to establish a new mindset in the sector, moving away from an emphasis on receiving financial support towards the adoption of more creative funding solutions, such as generating income from trade.

Only 29% of the organisations said they would be able to pay for some of the support services listed in the questionnaire – another fact which reflects on the financial state of the sector.

The questionnaire also disclosed a number of needs in connection with physical resources.

A need for repair and maintenance support was mentioned by 21%, while 17% need to make alterations to premises, to make them more suitable for their purposes. In addition, there were 13% of organisations which needed more space and 10% which needed to be relocated. This highlights the need to look in more detail at the physical

resources of the sector and the need for an improved provision, better suited to the needs.

Fifteen per cent of organisations also said they needed to purchase or obtain access to specific items of equipment – which again reinforces the point made above.

At the end of the questionnaire, there was an opportunity to enquire how many of the organisations in the sector were aware of the existence of Mantell Gwynedd. Although the vast majority (86%) had heard of Mantell Gwynedd, only a little more than half (57%) were members. However, 57% of the groups desired to obtain more information about Mantell Gwynedd and its support services.

This suggests there could be considerable scope for a marketing campaign to promote the advantages of joining Mantell Gwynedd – especially since it became clear during the consultative part of the study that a number of organisations were unaware of the services provided by their local County Voluntary Council.

The data collected by means of this questionnaire have provided a comprehensive picture of the activities and characteristics of the third sector in Gwynedd.

The sector is exceptionally varied insofar as the nature and activities of the organisations are concerned. Likewise, the organisations' potential, for the growth and development of their social and economic contributions varies widely. While the most numerous cohort consists of small groups with quite low levels of income and capacity, there is also undoubtedly a stratum of organisations with a considerable potential to grow and to contribute much more substantially to the communities and economy of Gwynedd.

5. Interviews and Workshops

As well as the quantitative data, the other central element in the study was the collection of qualitative data. In order to obtain a clearer understanding of some of the findings arising from the questionnaire, a series of interviews and workshops took place with a cross-section of organisations and key stakeholders in the third sector in Gwynedd.

The aim was to look under the surface of some of the responses and themes highlighted in the quantitative data and improve our understanding of issues confronting the sector. This also provided an opportunity to ensure a better appreciation of the attitudes and aspirations of representatives of the sector.

5.1 Participants

The number of organisations which contributed to this consultative element included the following:

- Mawddwy Regeneration Group
- Tafarn y Fic, Llithfaen
- Trawsnewid
- Rhostryfan Community Hall
- NCH Cymru
- The Samaritans
- North Wales Society for the Blind
- CAIS – alcohol and drugs
- Gwynedd literature Promotion Project
- Cwmni Theatr Bara Caws
- Multiple Sclerosis Society
- Tywyn and District Probus Club
- Forum for Older People

- Dolgellau Angling Association
- Sylfeini, Llanuwchllyn
- Tywyn Free Wheelers Club for the Disabled
- Meirionnydd young Farmers
- Dolgellau Women's Institute
- Women's Aid
- Barmouth Arts Festival
- North Wales Wildlife Trust
- Llew Community Newspaper
- Age Concern, Gwynedd and Anglesey
- Dyfi Hall
- Ymbarél Barnardos
- Rhoslefain Freewheelers
- Plas Glyn y Weddw
- Menter Felin Uchaf
- Abersoch Jazz Society
- Dwyfor Travel Club
- Eisteddfod Gadeiriol Mynytho
- Porthmadog Scouts Group
- Llwyndyrys Church
- Llannor Centre
- Cricieth Festival

5.2 Themes

During the interviews and workshops, a number of common themes emerged, including:

- The sustainability of organisations
- Proving the value of the sector
- Strategic developments
- Bringing the sector closer together
- Policies

- Local / Regional Issues
- Relationship with the private sector

5.2.1 Sustainability

5.2.1.1 Financial Sustainability

Issues to do with financing by means of grants were foremost in the minds of the organisations which took part in the consultations. This is not surprising in view of the central role which grants play at present in ensuring the viability of the sector.

A fundamental problem raised by a number of organisations was the difficulty encountered in obtaining up-to-date information about grant sources, and the difficulty of keeping in touch with changes and developments in that field. As a result, some groups were confused about which are the most appropriate pots of money to which they can apply. Some organisations had also invested considerable time in finding what they believed were suitable sources of funds, only to find that the pots concerned had already been emptied. There is a clear need, therefore, for support organisations to look at the methods used to circulate funding information to the sector.

An issue identified as a recurring problem for a number of organisations is the lack of sources of funding for core costs. The funding available for projects will very often not pay core costs, so that a project will often proceed smoothly while the organisation in charge of the project runs into difficulties.

On top of the general lack of finance, it was clear that the short term nature of much of the available funding was also causing a problem. A number of groups said that the need to make annual grant applications was inimical to their long-term planning and strategic development. This had clear implications in terms of jobs and inhibiting new projects. It was noted that this particularly affected the ability of organisations to attract and retain trustees, who were inclined to feel that the endless struggle to obtain funds

impaired the viability of the organisation. Some groups, indeed, felt that even three-year funding was too short-term to permit the kind of forward planning they hoped to see.

Another persistent complaint heard during the consultation is that it has now become difficult to find funding to continue a service which is already being provided. A number of funders are now tending to look only for innovative ideas and projects. This largely accounts for the increasing tendency of third sector organisations to tailor their work programmes deliberately to correspond to whatever the funders are prepared to finance. The result is that organisations are straying away from their core aims, and “chasing after the grants” in order to survive.

Concerning the three foregoing issues, it is felt that there should be more effective lobbying on behalf of the sector, to persuade grant providers to be more willing to pay core costs, to offer longer-term grants and to be readier to support work which is already in progress.

Another issue was that of grants which are paid retrospectively at the end of each quarter. This results in organisations, whose turnover is insufficient or which have no cash reserves, having to borrow in order to implement projects. There was a strong feeling that third sector organisations should receive some of the funding in advance, to facilitate their work. A fund could possibly be set up, which would offer interest-free loans to organisations which find themselves in this predicament.

For a number of groups in the sector, a key issue was their lack of capacity to prepare comprehensive applications of a high standard. One group had the unfortunate experience of working for many months to prepare a substantial application, and then to fail to submit it in time, owing to such a lack of capacity, so that all the work done was in vain. It was felt that more support or, indeed, more information about the support which is available to prepare applications would be of great benefit.

The obvious priority which organisations gave to matters connected with grants was a clear indication that this was a field of key importance for them. This is probably a

reflection of how dependent the sector is on this source of funding, and also how the securing of grants has become such a central part of the daily work of the individuals who took part in the consultation.

Yet, despite the prominence of such issues, there was a recognition that the whole funding climate had changed considerably. "The days when we stood on street-corners shaking a tin have gone" said one representative who recognised that there is now a need for a much more creative and professional approach to funding the sector's work.

Indeed, there is increasing pressure on the sector as grant sources diminish and competition increases. As the current round of Structural Funding comes to an end, low interest rates are diminishing the funds available to grant-making trusts, changes are being made in the Lottery grant programmes and public bodies increasingly make use of Service Level Agreements instead of giving grants, the organisations in the third sector are largely being compelled to adopt a more creative approach to their sources of income.

Evidence gathered during the consultation suggests that organisations are now becoming more willing to consider generating more of their income themselves whenever possible. At the same time, it must be admitted that the nature of the service provided by some organisations makes it virtually impossible for them to subsist on the money which they can generate themselves.

Merely to open the groups' eyes to the possibilities which exist in this context is to take an essential step closer to developing sustainability in the third sector in Gwynedd. On the one hand, groups need to be helped to recognise the opportunities available to them, and on the other, they need to be helped to exploit them. In the questionnaire, a number of organisations said they had plans or projects in mind, which would enable them to generate more of their own income. The goal of support providers and policy makers should be to help them to fulfil those plans. Doing so would strengthen the sector by helping organisations to become less dependent on grants and establish a more balanced and diverse financial footing.

In regard to changing attitudes and tackling over-dependence on grants, a number of groups said that an opportunity to see examples of organisations which have succeeded in this task would help to open minds and encourage more creative thinking. Indeed, in our workshops, there were occasions when groups were engaged in discussing these matters and learning from each other's experience. Bringing practitioners together in a more purposeful way, to share experiences and in particular to learn from one another about ways of generating income, would certainly be of great benefit to the sector.

In the workshops also, we were reminded that, although a number of the paid staff who lead third sector organisations in Gwynedd are keen to research ways of generating more of their own income, they are having difficulty persuading their trustees of the advantages of doing so. It is important therefore that trustees are included in any projects to promote more creative ways of funding the sector in the future. Indeed, one may go so far as to say that a specific programme is required, to raise awareness among trustees of the success of other organisations in this field during recent years.

It became clear during the consultation that a number of organisations with considerable potential for growth were failing to take full advantage of their opportunities to generate more of their own income, because of a lack of time. They were too busy dealing with problems and day-to-day administrative matters to devote the necessary attention to more strategic long-term developments.

With this problem in mind, we recommend that consideration be given to the establishment of a fund to provide the resources to release key individuals in organisations with potential for substantial growth, so that they can direct their efforts to developing strategies and business plans which would help the organisation to realise its potential. The aim would be to create third sector organisations which are more sustainable in the long term and contribute more to the economy and communities of Gwynedd

Obviously, this fund would not be suitable for everybody, but we feel strongly that such an investment could impart a powerful impetus to a number of organisations who have the requisite ideas and desire to grow – but are prevented from doing so at present for mundane, practical reasons.

It is important to recognise also that the term "sustainability "in this context is not used in the sense of existing with no grants at all. Although to strive for self-sufficiency is entirely reasonable and indeed necessary on many counts, it must be recognised that the sector can never operate entirely free of any dependence on grants. Examples of sustainable organisations which receive no grants at all, however desirable they may be, will be extremely rare.

If organisations are to develop long-term funding solutions which allow them to recover their costs on a commercial basis, it is important that grant distributors also play their part in creating a conducive climate.

One organisation quoted the example of a successful application in order to purchase a minibus, but on condition that it had to be made available for the use of the wider community. While there was no objection to that condition, it was stipulated also that the minibus had to be available free of charge. That militated against the group's efforts to ensure that its activities became self-supporting, and that any costs (such as repair and maintenance) were recovered in full.

Similarly, another organisation said it had a service level agreement with a public body within the county, but that only 70% of the cost of providing the service was being recovered. The main reason for this was that its budget had only increased in line with inflation each year, while other elements like salary increases on the SJA scales, based on the cost of living, had been ignored. Consequently the gap between income and the cost of providing the service had increased from year to year. This had placed a huge strain on the organisation through its efforts to generate more income to subsidise the public service. The time which had to be invested in raising the necessary funds from

other sources had seriously impaired efforts to develop the organisation's activities further.

Another organisation alleged it was receiving funding from six different local county council sources, all of them administered differently with different procedures for claiming and for reporting back. This obviously caused a bureaucratic headache and wasted substantial time resources.

The above examples demonstrate how aspects of the present financing arrangements can inhibit the efforts of organisations in the third sector to develop activities on a more self-supporting basis. They also serve to emphasise that this is not an issue for the third sector organisations alone, but that funders also have a key role in encouraging and facilitating such developments.

It was felt that a more determined effort is needed on behalf of the sector, to get to grips with funders concerning matters such as those described above.

There can be no doubt, therefore, that the work of support bodies needs to be reviewed, in this context of facilitating the financial sustainability of third sector organisations in Gwynedd. In addition to their key role of providing support, they need to undertake some robust lobbying and adopt procedures which are more consistent with, and sympathetic to the aim of creating a more viable and self-supporting sector.

5.2.1.2 Sustainability of Human Resources

A matter which was raised on several occasions during the consultation was the concern of many organisations about a lack of succession.

Almost 60% of the third sector organisations in Gwynedd are more than twenty years old. A point which was often made was that the same individuals within the groups have

been volunteering for a great many years, and that an injection of new blood is needed to ensure long term succession

Some organisations openly admitted that their work was likely to cease within a few years unless new volunteers could be found.

This has serious implications, not only to the sector within the county but also to other service providers, including the local authority, which would have to fill any gaps which were created. In a climate where the funding of public services is already under pressure, the need to supply some of the services and support currently provided voluntarily would have serious financial implications.

This is a common problem facing the sector across the country. It was recognised that schemes exist to help organisations to attract new volunteers, but on the whole such schemes are having little success.

There was mention of the help given by Mantell Gwynedd to enable some organisations to find new volunteers – but the general feeling was that a more intensive and effective campaign was required. It was stated in particular that schools and colleges should be targeted with more vigour to attract younger volunteers. By doing so it should be possible to benefit more fully from the fact that community involvement is a component of the "Welsh Baccalaureate" now being piloted in educational establishments within the county.

Despite the general negativity, a few organisations were having considerable success in attracting new volunteers. It was suggested, therefore, that a programme be developed which would allow organisations to share experience and good practice in this field. It was further suggested that sessions be arranged which would be tailored to the needs of sectors requiring particular kinds of volunteers, e.g. Care, Education and Training, Arts and Culture, etc.

Organisations generally said they were finding it easier to attract volunteers to take part in operational and practical activities, rather than attending meetings. Indeed, one of the most prominent issues mentioned was the serious difficulty faced by some organisations in attracting trustees. The level of commitment demanded and the legal obligations were the more common explanations given.

Any programme specifically aimed at attracting volunteers should recognise the need to attract people to participate at different levels. In regard to the recruitment of trustees, a programme of induction was proposed, which would outline the responsibilities of new trustees, especially in the legal context. The groups also thought it important to provide opportunities for existing trustees to become thoroughly familiar with new developments. It was felt that this would ensure trustees had a better understanding of their role, and would allay any concerns which prospective trustees might have about their new responsibilities.

Although a lack of volunteers is not an unfamiliar problem, the strong impression gained during the consultation was that no other issue is so injurious to the morale of organisations. With that in mind it is crucial that we intensify our efforts to attract new volunteers, and raise the profile of any future recruitment campaigns,

5.2.2 Proving the Value of the Sector

One characteristic of which the third sector is justly proud is its "triple bottom line", implying that its organisations contribute to the communities of Gwynedd socially, environmentally and economically.

It became clear, however, that the sector is not very adept at measuring this contribution. Indeed, it can be further alleged that many organisations have no appreciation of the need to do so, or of the advantages which would derive from it.

The introduction of user-friendly systems which would help organisations to measure the wider impact of their work would not only help to demonstrate the value of the sector, but would also be a useful tool for attracting more resources to support the work – human as well as financial resources. It would also ensure that the groups themselves become more aware of the wider value of their work, and encourage them to persevere in growing and developing their contribution further.

What is involved here, of course, is not the traditional evaluation of the work done by individual organisations. That is already being implemented by many organisations, using a variety of techniques, including questionnaires, feedback from users, consultation, etc. It is necessary to look beyond that, and seek to assess the value to the economy of all the work done by the organisation.

A notable example of the potential there is in this approach was the description given by a local angling club of the substantial contribution made by its provision to the local economy. It was explained how their activities attracted people to stay in local hotels and caravan parks, and how those people bought food and drinks from local shops and public houses. The club organised youth events which had contributed to a reduction in crime levels among young people in the area. The club had done much to conserve the river-bank environment by clearing away rubbish, establishing footpaths and installing jetties and seats. A means of measuring of this social, environmental and economic contribution would be a hugely powerful tool, which could show the true value of the local contribution and attract further funding for this comparatively small local group.

A number of the organisations which took part in the consultation showed a keen interest in researching the models which exist for measuring and demonstrating the wider effect of their work on stakeholders and on the communities which they serve. This present study has begun to demonstrate the effect by showing, for example, how effective the sector is in tackling economic inactivity, with 12% of organisations disclosing that one or more of their staff had been economically inactive during the past twelve months, before starting work with the organisation. Likewise, 11% of organisations had noted that one or more of their volunteers, who had been

economically inactive before starting work with them during the past twelve months, had gone on to find work.

It is essential for the sector to take every opportunity to identify statistics of this kind and to promulgate them effectively.

Interest was expressed in learning more about the available models, although some groups emphasised the need to avoid placing a further burden on organisations which lack the resources to cope with it. It must also be borne in mind that some organisations would have difficulty measuring their wider impact because of the nature of their work, e.g. helpline organisations providing advice to the public, who seldom come to know the effect of their advice and therefore the outcome of their work.

A programme should be arranged to raise awareness of the various techniques which exist for measuring the wider social and economic effects of organisations in the sector. These could include models such as Social Audit, Local Multiplier Three, Social Return on Investment, Public Sector Finance Accounts, and Social and Economic Impact Accounts. Steps should be taken to provide support by establishing a training and mentoring scheme for organisations intending to implement some of these models. The ultimate aim should be to use the information gathered to raise the profile and appreciation of the work of the sector, thereby helping to generate more income.

A number of groups also said that they wished to see the sector marketed more effectively. Several felt that the public and politicians should be more aware of the true contribution made by the sector. While assisting organisations to measure the effect of their work would be a major contribution in this regard, it is also essential to equip them with the necessary skills to publicise that information effectively.

In their responses to the questionnaire, a number of organisations said they wanted more support with marketing work. Action should therefore be taken to devise a comprehensive marketing strategy in Gwynedd. This could include elements of training

and support for individual groups wishing to market themselves and their work, as well as strategic marketing plans for the whole sector within the county.

5.2.3 Strategic Developments

Because the Assembly Government is currently developing a range of policies and strategies for the provision of public services, the political climate is one where substantial opportunities are bound to arise for the third sector in Gwynedd to grow and develop in that context over the next few years.

The focus is increasingly on creating a new understanding of Public Service (rather than a Public Sector) as outlined in the strategic document *Making the Connections*, and this will have a considerable impact on the environment in which the third sector operates.

The Assembly Government is clearly anxious to identify new approaches to understanding needs and providing services in more appropriate and efficient ways. These services will be provided by whoever is most suitable – regardless of whether they belong to the private, public or third sectors or any combination thereof.

Other key strategies which will further influence this agenda include the *Wales Spatial Plan* which focuses on wider needs and aims in particular regions, and community strategies which focus on more local matters.

All this offers a real opportunity for the third sector in Gwynedd. However, in order to take full advantage of the opportunity, it is all-important for the sector to take part fully in the current dialogue which is shaping the future of the public service provision.

Securing a central place and a key role for the third sector in the future public service provision would lay a firm foundation for growth in that sector in years to come. On the other hand, a failure to grasp this historical opportunity would frustrate the future

development of the sector. A strong voice for the sector is essential, in order to influence the current debate at the national and regional levels.

There is no doubt that the third sector is well-placed to supply many of the needs of the agenda for *Making the Connections*; the sector should, indeed, have a clear natural advantage in that respect. This will be particularly true in the event of a new emphasis on creating a provision which is more responsive to the user, where the citizen assumes a position of central importance and people and communities are increasingly involved in the planning of services,

However, while *Making the Connections* offers a strategic opportunity to develop the sector's role of providing services, there is also a need to deal with a number of practical matters.

A key question is to what extent a change of policy will lead to operational changes, and how can third sector organisations be given sufficient support to exploit fully the opportunities which are bound to arise?

Preparing the sector for this key reform of the way in which services are developed and commissioned will be a major challenge. Those who took part in the consultation, however, felt that helping to build the capacity of organisations should be the main priority.

A number of organisations recognised that support for building capacity was available through support bodies such as Mantell Gwynedd and others. A number also realised that services at the other end of the spectrum, such as business support services, could be appropriate for several organisations who are moving to adopt more commercial models of generating income. The most common perception, however, was of little or no provision bridging the gap between these two extremes.

Our research strongly suggests that the majority of the organisations which have the greatest potential to grow and to make a bigger social and economic impact in Gwynedd

lie somewhere between these two ends of the spectrum. They wish to become more self-supporting and to take advantage of opportunities to generate their own income, but are not yet ready to engage effectively with the mainstream business support services which could help them to develop the necessary procedures to do so.

In order to bridge this gap, we suggest that a mentoring provision should be created for key individuals who are committed to growing their organisations within the third sector in Gwynedd. The mentors involved should have business experience as well as a real understanding of the social emphasis in the work of the third sector. This service would be able to concentrate on matters such as researching possibilities, trying out ideas, developing procedures and policies, etc. The service should be tailored to meet the particular needs and should include elements of training and mentoring for trustees as well as staff and key volunteers. The service should be one which empowers and should be delivered at a suitable pace.

If the sector is to take full advantage of the new opportunities in prospect, it will need to be borne in mind also that local authorities are moving towards commissioning more services. For that reason, the sector's support bodies in Gwynedd should proactively seek to improve awareness of the potential contribution of the third sector, among those who commission and purchase services in the county.

This should include working to ensure a cultural change in the attitude of purchasers, regarding the ability of the sector to provide services of a professional standard. It also includes developing joint initiatives in order to simplify the present procurement procedures. Value Wales and schemes such as the Local Supplier Development Project have an important contribution to make in this context, and stronger links should be established between them and organisations in the third sector. There is a need also to reach beyond the public sector purchasing departments, because many contracts are placed directly by other departments.

5.2.4 Bringing the Sector Together

In spite of a high level of awareness of Mantell Gwynedd and its services, a number of organisations felt that more purposeful efforts were needed to bring the sector together at various levels within the county.

While the sector was already represented at county level by Mantell Gwynedd, it was felt that developing stronger networks regionally (i.e. Arfon, Meirionnydd and Dwyfor) and at a still more local level would be advantageous. Naturally, they looked to Mantell Gwynedd to facilitate this.

The desire to strengthen the sector regionally arose to a large extent from the perception that some areas in the county were disadvantaged because of their remoteness from the county administrative centre at Caernarfon. Often during our consultations in Dwyfor and Meirionnydd we heard suggestions that services were being centralised in Arfon and that communities in other areas of the county were deprived of investment and of public services because they were further away.

There was a perception also that the informal networking which occurred in Caernarfon meant that people in Meirionnydd and Dwyfor were still further marginalised, making it more difficult yet for them to make their voices heard.

This negativity was not confined to matters concerning the third sector, and is clearly a symptom of a wider political issue. Whatever may be the truth of the matter, representatives of the third sector in the south and west of the county have expressed their desire for a stronger voice at the regional level, to ensure that matters of local concern to them in particular are placed higher on the agenda.

The call for more effective networking at this level was not made for negative reasons alone. It was pointed out that some organisations in particular areas had been very successful in attracting investment and resources to develop their work. Groups were

anxious to learn from the success of others, and saw the regional networks as an opportunity to come together to share experiences and examples of good practice.

It was also pointed out that groups in the sector could come together to form still more local clusters, especially in the remoter communities and districts. One advantage, for example, which could derive from a more local network would be an opportunity to negotiate a more reasonable price for venues for meetings, in areas where suitable facilities are scarce. This kind of collaboration could be duplicated in several other contexts.

Ultimately this could help to create a wider culture of practical collaboration within the sector, resulting in more joint projects being undertaken. Not only would that add value to the work done by individual partners, it would also assist the development of more substantial projects in areas where organisations lack the capacity to undertake such projects on their own.

As well as strengthening the geographical networks, many consultees saw a need to establish better links within particular sub-sectors of the third sector in Gwynedd.

It was suggested that groups involved in similar activities needed to come together occasionally to share experiences and to develop more collaboration. This could be done by means of a series of fairs or seminars targeting different fields of activity – possibly the ones identified as growth sectors in Gwynedd. This would be an opportunity to raise awareness of what is being accomplished by the third sector in these fields, to identify specific problems and any gaps in the provision, encourage more collaboration, and hear speakers from third sector groups engaged in innovation in other parts of the country.

Not only would this be an important contribution to the development of these particular sub-sectors, it would also strengthen and enhance the status of the third sector as a key provider of services within the county.

5.2.5 Policies

Now that legal considerations are an increasingly important feature of the work undertaken by third sector groups, the need to adopt corporate policies has also increased in importance over recent years.

There is no doubt that this additional burden is a source of concern and confusion in a number of organisations. Indeed, with funders now making the adoption of policies a condition of funding, there is a very urgent need for support in this field.

A number of organisations admitted that their policies had been adopted for reasons of expediency, to facilitate access to various grants. "No policies – no money" was one response to a question asking what the value of policies was to the organisations. The respondent added, however, that no funder had ever asked if the organisation adhered to its policies, and that funders who insist on the adoption by groups of specific policies should do more to ensure that the policies are implemented.

A common problem was that individuals who lacked the relevant skills were often responsible for writing or reviewing policies. This was also true in relation to other tasks, such as conducting risk assessments. Some organisations were concerned that there could be serious legal implications unless the above tasks were undertaken by competent people.

A number of groups enquired about access to legal advice and guidance on matters such as employment law, health and safety, etc. Some groups are currently paying for such advice, and consideration should be given to establishing a more local provision which could supply the sector's needs in this regard more cost-effectively.

There were requests for templates of policies which could be adapted as required, and frequent enquiries concerning Welsh versions of policies, because the cost of translating lengthy policies could be prohibitive.

5.2.6 Local / Regional Issues

In our regional workshops, a number of common themes emerged as matters of particular concern within specific areas of Gwynedd. They are noted here in order to ensure that the points which were made are not overlooked

Transport in rural areas is a problem— especially for organisations working with disadvantaged or disabled people who are less likely to own a car. This adds to the cost for the organisation concerned, which has to take its service to the stakeholder. It also restricts the options for groups as to where their services can be provided, because suitable venues for activities are not available in all parts of the county. In response, we suggest the creation of a database of suitable locations within the county for various activities, to assist the organisations which encounter this problem

A related issue is the high cost of fuel and its effect on the provision of services in rural areas. The cost of travelling to a village to provide a service for one client is the same as for a dozen. The cost of fuel put pressure on organisations' budgets and made it difficult for them to continue to provide the same level of service in some rural areas. It has also imposed a financial burden on volunteers who use their own transport without reclaiming the cost. There were requests for more to be done to ensure that funders are aware of the additional costs incurred when providing services in rural areas.

It was noted that staff recruitment is generally difficult in some rural areas, in particular because few third sector organisations can offer employees an attractive career pathway. When vacancies occur, numbers of applications are usually extremely low.

Some groups expressed their frustration because additional grants were only available to certain specific areas such as the slate-quarrying and Communities First areas. While accepting the need for special support in certain parts of the county, there was a need to be clearer about boundaries, as well as what could appropriately be funded. It was felt that setting specific boundaries could lead to artificial distinctions, with services located

in one area but benefiting residents in other neighbouring areas. The organisations were demanding more transparency in this matter and more flexibility in recognising cross-boundary benefit.

Matters concerning the Welsh language were also at the forefront of people's minds in a number of groups. A variety of points were raised, which included the following:

- the implications of immigration and non-Welsh-speaking volunteers to organisations which have traditionally been administered in Welsh only
- how to conduct bilingual meetings effectively
- access to translation services, with references to both the cost and uncertainty concerning the effect on the work of the organisation.

It is recommended that a joint programme be developed to address these matters in partnership with the local Menter Iaith language initiative.

Similar points were raised by some organisations concerning translation into Braille, audio tape recordings, large print format, etc.

5.2.7 Relations with the private sector

It was clear throughout the consultation that there was a desire within the sector in Gwynedd to develop a closer relationship with the private sector in the county. Corporate Social Responsibility is a field which has grown substantially over recent years. A number of organisations felt that this would be a good time for them to establish a new relationship with the private sector in order to exploit new opportunities arising in that context.

Establishing a relationship with businesses in the private sector would be a positive step which would not only secure more resources and opportunities for training and mentoring to help third sector workers, but would also help organisations in the sector to become better businesses.

An attempt should certainly be made to forge a new relationship between the two sectors, which is more than merely a method of attracting additional sponsorship. Such a new relationship would lay the foundation for more practical collaboration between the sectors in the future - especially now that exciting developments are forecast in the way public services are to be delivered in Wales over the next few years (as outlined in 4.2.3 above).

This entire agenda of the relationship with the private sector offers immense possibilities for the third sector. Support organisations and policy makers in Gwynedd should proactively set about devising an innovative programme to promote and develop the opportunities in this context.

6 List of Recommendations

1. There is a need to review and develop more effective systems of distributing information to organisations within the sector about funding sources and opportunities, and the support which is available to prepare applications.
2. Grant providers should be lobbied more energetically concerning funding for core costs, awarding longer-term grants and a greater willingness to support the continuation of work which is already proceeding.
3. Consideration should be given to establishing a fund to provide interest-free or low-interest loans for organisations facing financial difficulties because grant payments are made retrospectively, at the end of each activity period.
4. Bringing practitioners together in a more purposeful way to share experiences, and in particular to learn from each other about better ways of generating income would be of great benefit to the sector.
5. Further work is needed in order to look in detail at the physical resources of the sector, with a view to creating a more suitable provision in the longer term.
6. A specific programme of induction should be developed for new trustees, and opportunities provided for existing trustees to keep up to date with new developments. There should also be a particular emphasis on creating opportunities for them to learn how other organisations in the county develop income sources of a more commercial nature.
7. It is recommended that a fund be established to provide the resources to release key individuals from organisations which have substantial growth potential, to allow them to develop the necessary strategies and business plans to realise that potential.
8. There is a need to intensify efforts to recruit more volunteers and to raise the profile of such campaigns in the future. A programme should also be devised to enable organisations to share their experiences, successes and good practice in recruiting volunteers.
9. A programme should be established to raise awareness of the range of techniques available to measure the wider social and economic effect of the third

- sector organisations in Gwynedd. A suitable training and mentoring scheme should be developed to support groups which intend to implement some of the available models.
10. A marketing strategy should be devised for the sector in Gwynedd, which would include elements of training and support for organisations to market themselves and their work, as well as marketing the wider contribution of the third sector within the county.
 11. The sector in Gwynedd needs to contribute fully to the current debate concerning the future provision of public services, and exert an effective influence on the discussions.
 12. In order to bridge the present gap between the capacity building and the mainstream business support which are available to organisations, a mentoring provision should be arranged, for key individuals who are keen to grow and develop their organisations. The service should be tailored to meet the particular needs and should include elements of training and mentoring for trustees as well as staff and key volunteers. The service should be one which empowers and should be delivered at a suitable pace.
 13. The bodies providing support for the sector in Gwynedd should take proactive measures to raise awareness of the possible contribution of the third sector, among those who commission and purchase services in the county. The aim should be a change in the culture of the purchasers, and in their attitude to the ability of the sector to provide services of a professional standard. Joint ventures should be developed to simplify the present procurement procedures.
 14. More robust third sector networks should be developed at the regional and local levels within the county. This would facilitate greater sharing of experiences and learning with others, and would be particularly valuable in the less accessible areas of the county. Opportunities to strengthen networking within specific sub-sectors of the third sector in Gwynedd should also be investigated.
 15. The possibility should be considered of creating a more local legal advice provision, which could supply the sector's needs in a more cost-effective way. Bilingual policy templates should also be provided, which organisations could elect to use as starting points for their policies.

16. A database should be compiled of suitable venues for various activities within the county, to assist organisations which are having trouble finding suitable locations.
17. Better guidance is required concerning funding sources whose availability is restricted to particular areas of Gwynedd, from the point of view of cross-boundary benefit and what can therefore be funded beyond the boundaries of such areas.
18. A specific programme of work should be developed in conjunction with the local Menter Iaith, to respond to specific points raised by organisations in regard to operating bilingually.
19. Support bodies and policy makers should take proactive measures to establish a new relationship between the private sector and the third sector in Gwynedd.
20. A campaign should be mounted to market the advantages of membership of Mantell Gwynedd, because a number of organisations were unaware of the range of services provided by Mantell Gwynedd.

Appendix 1

Our Gwynedd: Mapping the Third Sector in Gwynedd Questionnaire

OUR GWYNEDD

The aim of this questionnaire is to learn more about your organisation and to better understand your needs for the future. If you don't know the answer to every question please give what you believe to be correct or give an estimate. (It's possible that some of you may not consider yourselves to be an organisation. We would nevertheless be grateful if you could take a few moments to fill in the questionnaire as we hope to collect information about as wide a range of activity in Gwynedd as possible).
Thank you for your co-operation.

Your Details:

Q1 Organisation Name:

Q7 Main Contact Name:

Q2 Organisation Address:

Q8 Main Contact Job Title:

Q3 Postcode

Q9 Main Contact Address:

Q4 Telephone Number:

Q10 Postcode

Q5 Fax:

Q11 Contact Telephone Number:

Q6 Web site:

Q12 Contact E-mail:

Q13 The age of the organisation:

<i>less than 5 years</i>	<input type="checkbox"/>	<i>10 to 15 years</i>	<input type="checkbox"/>	<i>More than 20 years</i>	<input type="checkbox"/>
<i>5 to 10 years</i>	<input type="checkbox"/>	<i>15 to 20 years</i>	<input type="checkbox"/>	<i>Not known</i>	<input type="checkbox"/>

**Q14 What is the legal status of the organisation?
(You can tick more than one box)**

- Partnership.....
- Statutory Body
- Industrial & Provident Society.....
- Company Ltd by Guarantee.....
- Company Ltd by Shares
- Limited Liability Partnership.....
- Community Interest Company
- Unincorporated Association.....
- Registered Charity
- Other.....

If other, please note:

Q15 And the organisational type? (You can tick more than one box)

- Partnership.....
- Association / Society.....
- Credit Union.....
- Co-operative
- Trust.....
- Registered Charity
- Development Trust.....
- Social Enterprise.....
- Social Firm.....
- Voluntary Organisation
- Community Group.....
- Other.....

If other, please note:

Q16 What area do you service?

- | | | |
|-----------------------------------------------|---------------------------------------------------|-----------------------------------------------------------|
| Arfon..... <input type="checkbox"/> | Denbighshire..... <input type="checkbox"/> | European..... <input type="checkbox"/> |
| Meirionnydd..... <input type="checkbox"/> | Wrexham County..... <input type="checkbox"/> | International <input type="checkbox"/> |
| Dwyfor..... <input type="checkbox"/> | Flintshire..... <input type="checkbox"/> | Specific Village / Town / Area.. <input type="checkbox"/> |
| All of Gwynedd <input type="checkbox"/> | All of North Wales <input type="checkbox"/> | Other <input type="checkbox"/> |
| Anglesey <input type="checkbox"/> | Wales <input type="checkbox"/> | |
| Conwy County..... <input type="checkbox"/> | UK <input type="checkbox"/> | |

If specific village / town / area please specify where:

If other, please note:.....

Q17 Are you:

- independent affiliated to an umbrella / national organisation.....

Your Services & Beneficiaries

Q18 How would you describe your aims / reasons for starting?

- | | |
|----------------------------------------------------------------------------|-------------------------------------------------------------------|
| interest group..... <input type="checkbox"/> | a social group i.e for socialising <input type="checkbox"/> |
| reaction to problems in the local community <input type="checkbox"/> | regeneration <input type="checkbox"/> |
| fulfilling local needs <input type="checkbox"/> | |

Q19 Please note your aims in one or two sentences below:

Q20 In which of the following fields are you active? (You can tick more than one box).

Agriculture.....	<input type="checkbox"/>	Credit Union.....	<input type="checkbox"/>	Housing.....	<input type="checkbox"/>	Retail.....	<input type="checkbox"/>
Animals	<input type="checkbox"/>	Disability.....	<input type="checkbox"/>	Information and Advice	<input type="checkbox"/>	Social Landlord	<input type="checkbox"/>
Arts / Culture	<input type="checkbox"/>	Education & Training.....	<input type="checkbox"/>	Local Community Action.....	<input type="checkbox"/>	Special Needs.....	<input type="checkbox"/>
Advocacy	<input type="checkbox"/>	Older people	<input type="checkbox"/>	Learning Disability.....	<input type="checkbox"/>	Sports.....	<input type="checkbox"/>
Advice	<input type="checkbox"/>	Environmental.....	<input type="checkbox"/>	Mental Health.....	<input type="checkbox"/>	Substance Misuse.....	<input type="checkbox"/>
Business	<input type="checkbox"/>	Ethnic Minorities.....	<input type="checkbox"/>	Mediation	<input type="checkbox"/>	Social Events	<input type="checkbox"/>
Care	<input type="checkbox"/>	Financial.....	<input type="checkbox"/>	Physical / Sensory Disability.....	<input type="checkbox"/>	Tourism.....	<input type="checkbox"/>
Children / Families ..	<input type="checkbox"/>	Food & Drink.....	<input type="checkbox"/>	Poverty.....	<input type="checkbox"/>	Transport.....	<input type="checkbox"/>
Community Centres / Village Halls	<input type="checkbox"/>	Fundraising	<input type="checkbox"/>	Recreation / Playing fields.....	<input type="checkbox"/>	Training.....	<input type="checkbox"/>
Community Newspapers	<input type="checkbox"/>	Health Matters.....	<input type="checkbox"/>	Religion.....	<input type="checkbox"/>	Young People	<input type="checkbox"/>
Counselling.....	<input type="checkbox"/>	Homeless	<input type="checkbox"/>			Offenders	<input type="checkbox"/>
						Other.....	<input type="checkbox"/>

If other, please note:

Q21 What are your main activities / outputs? e.g. service provider / training / trading.

1.
 2.
 3.

Q22 How many people would you say benefit from your activities on an annual basis?

Your Staff & Volunteers

Q23 How many staff do you employ?

Full time:.....
 Part time:.....
 Total number of staff

Q26 Please note how many of your staff are:

Female

Male.....

Welsh-speaking.....

of ethnic minority

aged under 25

aged 26-49

aged over 50

have a disability.....

Q24 On average, what is the total number of hours worked by all your part time staff each week?

Q25 What is your total annual salary payments?

Q27 In the last 12 months, how many of your staff were economically inactive (i.e not in paid employment e.g student, house wife/husband, unemployed) before starting with you?

Q28 Looking now at your volunteers, how many people volunteer for your organisation?

Q29 What is the total number of hours contributed by all volunteers each week?

Q30 Please note how many of your volunteers are:

Female

Male.....

Welsh-speaking.....

of ethnic minority

aged under 25

aged 26-49

aged over 50

have a disability.....

Q31 In the last 12 months, how many of your volunteers were economically inactive (i.e not in paid employment e.g student, housewife/husband, unemployed) before volunteering with you but have since found employment of some kind (not necessarily with you)? (If known).

Q32 Do you have the following policies:

Equal Opportunities Policy .. <input type="checkbox"/>	Language Policy / Plan..... <input type="checkbox"/>	Confidentiality Policy <input type="checkbox"/>
Child Protection Policy..... <input type="checkbox"/>	Environmental Policy..... <input type="checkbox"/>	Volunteering Policy..... <input type="checkbox"/>
Health & Safety Policy..... <input type="checkbox"/>	Vulnerable Adults Policy..... <input type="checkbox"/>	

Your Income

Q33 What is your annual income?

£0 - 9k..... <input type="checkbox"/>	£100k - 500k..... <input type="checkbox"/>
£10 - 29k..... <input type="checkbox"/>	£500k - 1m..... <input type="checkbox"/>
£30 - 49k..... <input type="checkbox"/>	£1m+ <input type="checkbox"/>
£50 - 99k..... <input type="checkbox"/>	

If known, please note the amount in the box opposite:

Q34 What are your sources of income? You can tick more than one box

Local Authority <input type="checkbox"/>	Grant giving Trusts (e.g Tudor Trust, Carnegie Trust)..... <input type="checkbox"/>
The Assembly Government..... <input type="checkbox"/>	Membership payment..... <input type="checkbox"/>
Town / Community Council <input type="checkbox"/>	Donations..... <input type="checkbox"/>
Other Statutory Bodies (e.g. Local Health Board, WDA, The Welsh Language Board, Arts Council) ... <input type="checkbox"/>	Loans <input type="checkbox"/>
European funding through a direct bid..... <input type="checkbox"/>	Selling products / services <input type="checkbox"/>
The National Lottery..... <input type="checkbox"/>	Contracts / Service Level Agreements..... <input type="checkbox"/>
Local County Voluntary Council..... <input type="checkbox"/>	Other..... <input type="checkbox"/>

If other, please specify:

Q35 What percentage of the above is not grant based?

0 - 9% 25 - 49%

10 - 24% over 50%

If known please note the percentage in the box opposite:

Q36 Looking specifically at this percentage:

	Yes	No
Do you intend to increase this percentage?	<input type="checkbox"/>	<input type="checkbox"/>
If yes, do you have any specific plans or projects in mind to achieve this increase?	<input type="checkbox"/>	<input type="checkbox"/>
Are you keen to move away from grant dependency to become more self sufficient?	<input type="checkbox"/>	<input type="checkbox"/>

Q37 Do you have any assets?

Yes No

Q38 If yes, what would you estimate is the total value of these assets? (if you are unsure this information may be on your insurance certificate).

£0 - 9k..... £50 - 99k..... £1m+

£10 - 29k..... £100k - 500k.....

£30 - 49k..... £500k - 1m.....

If known, please note the amount here:

You and Your Locality

Q39 Please give an estimate of your annual contribution to the Gwynedd economy i.e the annual amount you spend on purchasing goods and services with local suppliers:

£50 - 500 £50,000 - 250,000

£500 - 5,000 £250,000 - 500,000

£5,000 - 50,000

Q40 Do you have a way of assessing or evaluating your social contribution to your locality?

Yes No Don't know

Your Support Needs

Q41 Do you want to develop the organisation?

Yes No

Q42 Which of the following are barriers preventing the growth of the organisation? (Please tick, you can tick more than one box)

Funding.....	<input type="checkbox"/>	Range of Activities Offered by you.....	<input type="checkbox"/>	Lack of Legal Knowledge (e.g. Employment Law).....	<input type="checkbox"/>
Time Resources	<input type="checkbox"/>	Lack of Management Skills...	<input type="checkbox"/>	Lack of Specialist Advice / Support.....	<input type="checkbox"/>
Income.....	<input type="checkbox"/>	Lack of Training.....	<input type="checkbox"/>	Lack of Board Expertise	<input type="checkbox"/>
Expenditure	<input type="checkbox"/>	Lack of Involvement in Partnerships	<input type="checkbox"/>	Apathy	<input type="checkbox"/>
Number of staff.....	<input type="checkbox"/>	Lack of Appropriate Premises.....	<input type="checkbox"/>	Other.....	<input type="checkbox"/>
Lack of Volunteers.....	<input type="checkbox"/>				

If other, please specify:

Q43 What support does your organisation need to work more effectively? (Please tick under the 'have accessed support' column if you already have accessed such support, 'need support' if you require such support. Also tick if you are aware of bodies that offer this support or not, or if you are aware but have no need for such support.)

	<i>have accessed support</i>	<i>need support</i>	<i>aware of support providers</i>	<i>not aware of support providers</i>	<i>aware but have no need</i>
Financial / Budget Training	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Training for Trustees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Health & Safety Training	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Training for Volunteers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Assistance with Recruiting Volunteers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Financial Support	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Support / Assistance with Book and Account Keeping	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
IT Support / Equipment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Marketing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Fundraising	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Administration	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Consultancy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social Economy Support	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Developing Policies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Planning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

If other, please specify:

Q44 Would you be able to pay for some of the support services listed in question 43?

Yes No

Q45 Do you have any additional needs in terms of physical resources?

support needed for general upkeep.....	<input type="checkbox"/>	training for use of specific equipment	<input type="checkbox"/>
alterations to buildings	<input type="checkbox"/>	need to access or purchase specific equipment.....	<input type="checkbox"/>
need for additional room	<input type="checkbox"/>	other.....	<input type="checkbox"/>
need for new premises.....	<input type="checkbox"/>		

If other, please specify:

Q46 Have you heard of Mantell Gwynedd the local County Voluntary Council?

Yes No.....

Q47 Are you a member of Mantell Gwynedd?

Yes No.....

Q48 Would you like to receive more information about Mantell Gwynedd?

Yes No.....

Thank you for taking the time to complete this questionnaire.

**Please return the questionnaire in the pre-paid envelope to:
Menter a Busnes, Intec, Parc Menai, BANGOR, Gwynedd, LL57 4FG.**

Appendix 2

List of all questionnaire respondents:

Abbeyfield Bangor / V.W Bangor Society
Aberdovey Golf Club
Abersoch Jazz Festival
Age Concern Gwynedd a Mon
Agorfa Bond Scheme
Antur Nantlle Cyf
Antur Waunfawr
Arfon Access Group
Arthog Village Hall
Arthritis Research Campaign
Association for Spina Bifida a Hydrocefalus
Bala & Penllyn Sports Assoc
Bala Cricket Club
Bangor Cathedral
Barmouth Bellringers
Barmouth Environmental Conservation Group
Barmouth Gardening Club
Barmouth Jazz Workshop / Gweithdy Jazz Y Bermo
Barmouth Publicity Assoc
Barmouth Sailors' Institute
Bethania MC
Bethany English Presbyterian Church
Blaenau Ffestiniog Hearing Impaired Support Group
Blaenwyr Blaenau Leaders
Bro Dysynni Athletic Club
Business in the Community
C.Ff.I Eryri
Caban Hynafgwyr Penygroes
Cae Llwybr Tenants Group
Cais Cyf
Canolfan Capel, Caethro
Canolfan Felin Fach Cyf
Canolfan Gymdeithasol Eryri
Canolfan Gymdeithasol Llaniestyn
Canolfan Hanes Uwchgwyrfai
Canolfan Penrallt
Canolfan yr Aelwyd, Caernarfon
Canolfan Ysgrifennu Ty Newydd
Cantref
Cantref
Capel Bethesda (M.C)
Capel Carmel
Capel Deunant
Capel M C Llithfaen
Capel M C Llwyndyrus

Capel Pen Y Groes
Capel Penllch
Capel Rehoboth
Capel Saron
Capel Seion
Capel Siloam
Capel Smyrna
Capel Soar Bryncir
Capel Tegid
Capel Uwchmynydd
Capel Vaulting Group
Capel Y Bwlch
Carers Outreach Service
Castle Square Presbyterian Church
Centre For Independent Living De Gwynedd
Children in Wales -Plant yng Nghymru
Christian Science Society
Church in Wales (Beddgelert, Penrhyndeudraeth, Beddgelert)
City of Bangor Swimming Club
Clwb Anabaf Blaenau Ffestiniog
Clwb Blodau Caernarfon
Clwb Bowlio Chwilog
Clwb Camera DEUDRAETH Camera Club
Clwb Chwaraeon Madog
Clwb Golf Y Bala
Clwb Gwawr y Lechen Las
Clwb Lloffa Lleol
Clwb Mynydda Cymru
Clwb Pel Droed Ieuenctid Bontnewydd
Clwb Y Deillion -Pwllheli a'r Cylch
Clybiau Plant Cynru Kids Club
Communities First Barmouth
Community Development Cymru
Contact a Family Wales
Cor Meibion Prysor
Cwmni Gwynant Cyf
Cwmni Tabernacl (Bethesda) Cyf
Cyfarfod Cystadleuol Cynllwyd
Cyfeillion Cae'r Gors
Cyfeillion Marconi
Cyfeillion Oriol Plas Glyn-Y-Weddw
Cyffro Caernarfon Cyf
Cylch Feithrin Seiant a Phebbig
Cylch Llenyddol Idris
Cylch Meithrin Maesincla
Cylch Meithrin Mynydd Llandegai (a Cylch Ti a Fi Mynydd Llandegai ar y cyd)
Cylch Meithrin Talybont
Cylch Meithrin Talysarn
Cylch Ysgol Feithrin Waunfawr
Cymdeithas Alzheimer's
Cymdeithas Bangor Uchaf
Cymdeithas Bro Ffestiniog, English Section

Cymdeithas Bysgota Seiont Gwyrfai a Llyfni
Cymdeithas Cae Chwarae Caethro
Cymdeithas Genedlaethol Awtistiaeth (NAS Cymru)
Cymdeithas Gymraeg Y Bermo
Cymdeithas Hanes Beddgelert
Cymdeithas Hanes Teuluoedd Gwynedd Family History Society
Cymdeithas Hanes Trefor
Cymdeithas Tai Clwyd
Cymdeithas Tenantiaid a Phreswylwyr Gellilydan
Cymorth i Ferched De Gwynedd
Cymrod Clwb Teithio Dwyfor Travel Club
Cynllun Ceir Tywyn
CYSWLLT - Deaf Children's Society
Dail Dysynni
Datblygu Bangor Development Cyf
Dolgellau Angling Association
Eglwys Bres. Cymru Gosen Trefor
Eglwys Bresbyteriadd Cymru
Eglwys Glanrhyd
Eglwys MC Rhydbach
Eglwys Saron
Eglwys Y Bowydd
Eisteddfo Garndolbenmaen
Eisteddfod Ceidio
Eisteddfod Clynnog Fawr a'r Cylch
Eisteddfod Flynnyddol Abergynolwyn
Eisteddfod Gadeiriol Chwilog
Eisteddfod Gadeiriol Dyffryn Ogwen
Eisteddfod Gadeiriol Llandderfel
Eisteddfod Plant yr Orsaf
Eisteddfod Y Bala
Eisteddfod Gadeiriol Mynytho
Ensemble Cymru
Eryri Gymnastics Club
Eisteddfod Llawrplwy' a Phenstryd, Trawsfynydd
Ffestiniog Barn Dance Club
Fforwm Celfyddydau Gwynedd
First Porthmadog Scout Group
Friends of the School
G.I.S.A.
Garth Community Group
Girguiding Caernarfonshire
Grwp Adfywio Mawddwy
Grwp Cymorth Asperger/Awtistiaeth Gwynedd ac Ynys Môn
Gwasanaeth Plant ac Ieuencid Eglwys Bresbyteriadd Cymru
Gwasanaeth Ysgolion Wm. Mathias
Gwyl Celfyddydau y Bermo
Gwyl Ffidil Yr Wyddfa
Gwynedd Foster Carers Association
Gwynedd Scout Council
ILASGG -Independent Living Advocacy & Support Group Gwynedd
Llafar Bro

Llais Ardudwy
Llais Ogwen
Llanberis Area Business Consortium
Llanberis Football Club
Llannor Community Centre
Lleu
Maesincla Community Action Group
Meirionnydd County Beekeepers Association
Meirionnydd Special Riding Group
Meirionnydd YFC
Meithrinfa Ogwen Cyf
Meithrinfa Traed Bach
Meithrinfa Twtlol
Menter Fachwen
Menter Llyfni
Menter Y Felin Uchaf Cyf
Merched y Wawr
Merched Y Wawr, Rhanbarth Arfon
Merioneth Yacht Club
Motor Neurone Disease Ass
Mudiad Ysgolion Meithrin
Mudiad Ysgolion Meithrin - Bermo
Multiple Sclerosis Society Meirionnydd Branch
Mynydd Llandegai Arts Group
Nantlle Vale Football Club
National Association of Hospital & Community Health (Due to change title to ATTENDwel
1/4/06)
NCH Cymru, Prosiect Gofalwyr Ifanc Gwynedd
Neuadd Abererch
Neuadd Bentref Clynnogfawr
Neuadd Bentref Y Groeslon
Neuadd Dyfi
Neuadd Goffa Criccieth
Neuadd Goffa Mynydd Llandegai Memorial Hall
Neuadd Gymuned Rhostryfan
Neuadd Llandderfel
North Wales Police and Community Trust (PACT)
North Wales Society for the Blind
North Wales Victim Support
North Wales Wildlife Trust
NSPCC
Papur Bro Llanw Llyn
Papur Bro 'Yr Odyn'
Parkinson's Disease Society, Arfon & Mon Branch
Partneriaeth Cymunedau'n Gyntaf Pen Llyn
Penrallt Baptist Church
Playdays Nursery
Pwllheli & Dist Lions Club
Pwllheli Football Juniors
Pwyllgor Ardal Nebo a Nasaeth
Pwyllgor Caban Gerlan
Pwyllgor Llywio Llanaelhaearn

Pwyllgor Neuadd Bentref Nant Peris
Ramblers Assocn N.Wales Area (Meirionydd Group)
Rape and Sexual Abuse Support Centre
RNID Cymru
Samaritans
Sefydliad Coffa Llanrug
Seindorf Arian Deiniolen
Seindorf yr Oakley
Seki Ryu Zan
Snowdonia Society
SSAFA Forces Help
St John Ambulance in Wales Bangor Division
Sustainable Gwynedd Cynaladwy
Sylfeini
Tafarn Y Fic (Cwmni Cydweithredol)
Tan Y Maen Ltd
The Adoption Support Group
The Freewheelers Disabled Club
The Mental Health Advocacy Scheme
Theatr Bara Caws
Tir Nan-Og
Tirwedd Cyf
Traws-Newid
Treborth Riding For The Disabled Association
Trigomos
Tyddyn Bach Trust
Tywyn and District Probus Club
Tywyn Mini Minors
Unllais
Urdd Beuno
Urdd Gobaith Cymru
WCVA
Y Ganolfan Gymdeithasol
Y Ganolfan Morfa Bychan
Y Groes Goch
Y Llechen Credit Union
Ymbarel Barnardo's
Ymgyrch Cefnogi Nicaragua
Youthlink Wales
Ysbyty Gwynedd League of Friends

Respondents active in Gwynedd only:

Antur Nantlle Cyf
Arfon Access Group
Arthog Village Hall
Bala & Penllyn Sports Assoc
Bala Cricket Club
Barmouth Bellringers
Barmouth Environmental Conservation Group
Barmouth Gardening Club
Barmouth Jazz Workshop / Gweithdy Jazz Y Bermo

Barmouth Publicity Assoc
Bethania MC
Bethany English Presbyterian Church
Blaenau Ffestiniog Hearing Impaired Support Group
Blaenwyr Blaenau Leaders
Bro Dysynni Athletic Club
Caban Hynafgwyr Penygroes
Cae Llwybr Tenants Group
Canolfan Capel, Caethro
Canolfan Felin Fach Cyf
Canolfan Gymdeithasol Eryri
Canolfan Gymdeithasol Llaniestyn
Canolfan Penrallt
Canolfan yr Aelwyd, Caernarfon
Cantref
Cantref
Capel Bethesda (M.C)
Capel Carmel
Capel Deunant
Capel M C Lithfaen
Capel M C Llwyndyrus
Capel Pen Y Groes
Capel Penllch
Capel Rehoboth
Capel Saron
Capel Seion
Capel Siloam
Capel Smyrna
Capel Soar Bryncir
Capel Tegid
Capel Uwchmynydd
Capel Y Bwlch
Castle Square Presbyterian Church
Centre For Independent Living De Gwynedd
Church in Wales (Beddgelert, Penrhyndeudraeth, Beddgelert)
Clwb Anabwl Blaenau Ffestiniog
Clwb Blodau Caernarfon
Clwb Bowlio Chwilog
Clwb Camera DEUDRAETH Camera Club
Clwb Golf Y Bala
Clwb Gwawr y Lechen Las
Clwb Lloffa Lleol
Clwb Pel Droed Ieuenctid Bontnewydd
Clwb Y Deillion -Pwllheli a'r Cylch
Communities First Barmouth
Cor Meibion Prysor
Cwmni Gwynant Cyf
Cyfarfod Cystadleuol Cynllwyd
Cyffro Caernarfon Cyf
Cylch Feithrin Seiant a Phebbig
Cylch Llennyddol Idris
Cylch Meithrin Maesincla

Cylch Meithrin Mynydd Llandegai (a Cylch Ti a Fi Mynydd Llandegai ar y cyd)
Cylch Meithrin Talybont
Cylch Meithrin Talysarn
Cylch Ysgol Feithrin Waunfawr
Cymdeithas Bangor Uchaf
Cymdeithas Bro Ffestiniog, English Section
Cymdeithas Bysgota Seiont Gwyrfai a Llyfni
Cymdeithas Cae Chwarae Caethro
Cymdeithas Gymraeg Y Bermo
Cymdeithas Hanes Beddgelert
Cymdeithas Hanes Trefor
Cymdeithas Tenantiaid a Phreswylwyr Gellilydan
Cymorth i Ferched De Gwynedd
Cymrod Clwb Teithio Dwyfor Travel Club
Cynllun Ceir Tywyn
Dail Dysynni
Datblygu Bangor Development Cyf
Eglwys Bres. Cymru Gosen Trefor
Eglwys Bresbyteraidd Cymru
Eglwys Glanrhyd
Eglwys MC Rhydbach
Eglwys Saron
Eglwys Y Bowydd
Eisteddfo Garndolbenmaen
Eisteddfod Ceidio
Eisteddfod Clynnog Fawr a'r Cylch
Eisteddfod Flynyddol Abergynolwyn
Eisteddfod Gadeiriol Chwilog
Eisteddfod Gadeiriol Dyffryn Ogwen
Eisteddfod Gadeiriol Llandderfel
Eisteddfod Y Bala
Eisteddfod Llawrplwy' a Phenstryd, Trawsfynydd
Ffestiniog Barn Dance Club
Fforwm Celfyddydau Gwynedd
First Porthmadog Scout Group
Friends of the School
G.I.S.A.
Garth Community Group
Grwp Adfywio Mawddwy
Gwyl Celfyddydau y Bermo
Gwyl Ffidil Yr Wyddfa
Gwynedd Scout Council
ILASGG -Independent Living Advocacy & Support Group Gwynedd
Llafar Bro
Llais Ardudwy
Llais Ogwen
Llanberis Area Business Consortium
Llanberis Football Club
Llannor Community Centre
Lleu
Maesincla Community Action Group

Meirionnydd County Beekeepers Association
Meirionnydd Special Riding Group
Meirionnydd YFC
Meithrinfa Ogwen Cyf
Meithrinfa Traed Bach
Meithrinfa Twtlo
Menter Fachwen
Menter Llyfni
Menter Y Felin Uchaf Cyf
Merched Y Wawr, Rhanbarth Arfon
Merioneth Yacht Club
Mudiad Ysgolion Meithrin - Bermo
Multiple Sclerosis Society Meirionnydd Branch
Mynydd Llandegai Arts Group
Nantlle Vale Football Club
NCH Cymru, Prosiect Gofalwyr Ifanc Gwynedd
Neuadd Abererch
Neuadd Bentref Clynnogfawr
Neuadd Bentref Y Groeslon
Neuadd Dyfi
Neuadd Goffa Criccieth
Neuadd Goffa Mynydd Llandegai Memorial Hall
Neuadd Gymuned Rhostryfan
Neuadd Llandderfel
Papur Bro Llanw Llyn
Partneriaeth Cymunedau'n Gyntaf Pen Llyn
Pwllheli & Dist Lions Club
Pwllheli Football Juniors
Pwyllgor Ardal Nebo a Nasaeth
Pwyllgor Caban Gerlan
Pwyllgor Llywio Llanaelhaearn
Pwyllgor Neuadd Bentref Nant Peris
Ramblers Assocn N.Wales Area (Meirionnydd Group)
Sefydliad Coffa Llanrug
Seindorf yr Oakley
Seki Ryu Zan
Snowdonia Society
Sustainable Gwynedd Cynladwy
Sylfeini
Tafarn Y Fic (Cwmni Cydweithredol)
Tan Y Maen Ltd
The Freewheelers Disabled Club
Tirwedd Cyf
Traws-Newid
Tywyn and District Probus Club
Tywyn Mini Minors
Urdd Beuno
Urdd Gobaith Cymru
Y Ganolfan Gymdeithasol
Y Ganolfan Morfa Bychan
Y Llechen Credit Union
Ymbarel Barnardo's

Ysbyty Gwynedd League of Friends

Respondents active in Gwynedd and beyond:

Abbeyfield Bangor / V.W Bangor Society
Aberdovey Golf Club
Abersoch Jazz Festival
Age Concern Gwynedd a Mon
Agorfa Bond Scheme
Antur Waunfawr
Arthritis Research Campaign
Association for Spina Bifida a Hydrocephalus
Bangor Cathedral
Barmouth Sailors' Institute
Business in the Community
C.Ff.I Eryri
Cais Cyf
Canolfan Hanes Uwchgwyrfai
Canolfan Ysgrifennu Ty Newydd
Capel Vaulting Group
Carers Outreach Service
Children in Wales -Plant yng Nghymru
Christian Science Society
City of Bangor Swimming Club
Clwb Chwaraeon Madog
Clwb Mynydda Cymru
Clybiau Plant Cynru Kids Club
Community Development Cymru
Contact a Family Wales
Cwmni Tabernacl (Bethesda) Cyf
Cyfeillion Cae'r Gors
Cyfeillion Marconi
Cyfeillion Oriol Plas Glyn-Y-Weddw
Cymdeithas Alzheimer's
Cymdeithas Genedlaethol Awtistiaeth (NAS Cymru)
Cymdeithas Hanes Teuluoedd Gwynedd Family History Society
Cymdeithas Tai Clwyd
CYSWLLT - Deaf Children's Society
Dolgellau Angling Association
Eisteddfod Plant yr Orsaf
Eisteddfod Gadeiriol Mynytho
Ensemble Cymru
Eryri Gymnastics Club
Girguding Caernarfonshire
Grwp Cymorth Asperger/Awtistiaeth Gwynedd ac Ynys Môn
Gwasanaeth Plant ac Ieuencid Eglwys Bresbyteriaid Cymru
Gwasanaeth Ysgolion Wm. Mathias
Gwynedd Foster Carers Association
Merched y Wawr
Motor Neurone Disease Ass
Mudiad Ysgolion Meithrin
National Association of Hospital & Community Health (Due to change title to ATTENDwel
1/4/06)

North Wales Police and Community Trust (PACT)
North Wales Society for the Blind
North Wales Victim Support
North Wales Wildlife Trust
NSPCC
Papur Bro 'Yr Odyn'
Parkinson's Disease Society, Arfon & Mon Branch
Penrallt Baptist Church
Playdays Nursery
Rape and Sexual Abuse Support Centre
RNID Cymru
Samaritans
Seindorf Arian Deiniolen
SSAFA Forces Help
St John Ambulance in Wales Bangor Division
The Adoption Support Group
The Mental Health Advocacy Scheme
Theatr Bara Caws
Tir Nan-Og
Treborrh Riding For The Disabled Association
Trigomos
Tyddyn Bach Trust
Unllais
WCVA
Y Groes Goch
Ymgyrch Cefnogi Nicaragua
Youthlink Wales

Appendix 3

Questionnaire with Total Numeric Answers

EIN GWYNEDD NI

Nod yr holiadur hwn yw i ddysgu mwy am eich mudiad neu sefydliad ac i ddeall yn well eich anghenion chi ar gyfer y dyfodol. Os nad ydych yn gwybod yr union ateb i bob cwestiwn rhowch yr hyn a dybiwch i fod yn gywir neu rhowch amcangyfrif.

(Mae'n bosib nad yw rhai ohonoch yn ystyried eich hunain yn fudiad neu yn sefydliad. Byddem serch hynny'n ddiolchgar iawn pe gallech dreulio ychydig funudau yn llenwi'r holiadur hwn gan ein bod am gasglu gwybodaeth ynglyn a'r ystod ehangaf posib o weithgaredd yng Ngwynedd.)

Diolch am eich cyd-weithrediad.

Eich Manylion:

Q1 Enw'r mudiad / sefydliad:

240

Q7 Enw'r prif gyswllt:

238

Q2 Cyfeiriad y mudiad / sefydliad:

220

Q8 Teitl swydd y prif gyswllt:

236

Q3 Côt Post:

181

Q9 Cyfeiriad y prif gyswllt:

227

Q4 Rhif ffôn

161

Q10 Côt post:

215

Q5 Ffacs:

73

Q11 Rhif ffôn y prif gyswllt:

207

Q6 Gwefan:

75

Q12 E-bost y prif gyswllt:

141

Q13 Oed y mudiad / sefydliad:

llai na 5 mlynedd..... 27

5 i 10 mlynedd..... 30

10 i 15 mlynedd..... 23

15 i 20 mlynedd..... 16

Mwy na 20 mlynedd..... 145

Ddim yn gwybod..... 1

Q14 Beth yw statws cyfreithiol y mudiad / sefydliad:

Partneriaeth	3
Corff Statudol.....	1
Cymdeithas Ddiwydiannol a Chyfeillgar.....	4
Cwmni Cyfyngedig trwy Warant.....	43
Cwmni Cyfyngedig trwy Gyfranddaliadau.....	3
Partneriaeth Atebolwydd Cyfyngedig.....	0
Cwmni Diddordeb Cymunedol.....	12
Cymdeithas Anghorfforedig.....	25
Elusen Gofrestredig.....	128
Arall.....	47

Os arall, nodwch isod os gwelwch yn dda:

53

Q15 Pa fath o fudiad / sefydliad ydyw?

Partneriaeth	3
Asiantaeth / Cymdeithas.....	22
Undeb Credyd.....	1
Cydweithredol.....	4
Ymddiriedolaeth.....	7
Elusen Gofrestredig.....	87
Ymddiriedolaeth Datblygu.....	5
Menter Gymdeithasol.....	16
Busnes Cymdeithasol.....	4
Mudiad / Sefydliad Gwirfoddol.....	122
Grwp Cymunedol.....	61
Arall.....	3

Os arall, nodwch isod os gwelwch yn dda:

29

Q16 Pa ardal ydych chi'n ei wasanaethu?

Arfon.....	51	Sir Ddinbych.....	9	Ewrop.....	6
Meirionnydd.....	56	Sir Wrecsam.....	7	Rhyngwladol.....	9
Dwyfor.....	42	Sir y Fflint.....	5	Pentref / tref / ardal penodol....	79
Gwynedd gyfan.....	41	Gogledd Cymru.....	23	Arall.....	0
Ynys Môn.....	28	Cymru.....	26		
Sir Conwy.....	19	Prydain.....	14		

Os bentref / dref neu ardal penodol, nodwch lle yma os gwelwch yn dda:

103

Os arall, nodwch yma os gwelwch yn dda:

19

Q17 Ydych chi'n:

Annibynnol	143	Aelod o fudiad / sefydliad ymbarel / cenedlaethol.....	94
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Eich Gwasanaethau a'ch Buddiolwyr

Q18 Sut fydddech chi'n egluro'ch amcanion / y rhesymau dros eich sefydlu?

Grwp diddordeb.....	64	Grwp cymdeithasol e.e i gymdeithasu.....	52
Ymateb i broblemau yn y gymdeithas.....	56	Adfywio.....	30
Cyflawni anghenion lleol.....	127		

Q19 Nodwch eich amcanion isod mewn brawddeg neu ddwy:

218

Q20 Ym mha rai o'r meysydd canlynol ydych chi'n weithredol? (Gallwch dicio mwy nag un bocs)

<i>Amaethyddiaeth</i>	9	<i>Amgylchedd</i>	46	<i>Hamdden / Caeau Chwarae</i>	42
<i>Anifeiliaid</i>	5	<i>Grwpiau Ethnig</i>	13	<i>Crefydd</i>	31
<i>Celfyddydau / Diwylliant</i>	75	<i>Ariannol</i>	8	<i>Masnach</i>	7
<i>Eiriolaeth</i>	18	<i>Bwyd a Diod</i>	16	<i>Landlord Cymdeithasol</i>	6
<i>Cyngor</i>	32	<i>Codi Arian</i>	58	<i>Anghenion Arbennig</i>	22
<i>Busnes</i>	18	<i>Materion Iechyd</i>	32	<i>Chwaraeon</i>	37
<i>Gofal</i>	39	<i>Di-gartref</i>	12	<i>Camddefnyddio Sylweddau</i>	12
<i>Plant / Teuluoedd</i>	80	<i>Tai</i>	16	<i>Digwyddiadau Cymdeithasol</i> ...	67
<i>Canolfannau Cymunedol a Neuaddau Pentref</i>	59	<i>Gwybodaeth a Chyngor</i>	47	<i>Twristiaeth</i>	31
<i>Papurau cymunedol</i>	18	<i>Gweithredu Cymunedol Leol</i> ...	46	<i>Cludiant</i>	10
<i>Cwnsela</i>	13	<i>Anabledd Dysgu</i>	16	<i>Hyfforddiant</i>	39
<i>Undeb Credyd</i>	4	<i>Iechyd Meddwl</i>	22	<i>Pobl Ifanc</i>	75
<i>Anabledd</i>	39	<i>Cyfryngu (Mediation)</i>	6	<i>Troseddwyr</i>	8
<i>Addysg a Hyfforddiant</i>	70	<i>Anabledd Corfforol / Synhwyraidd</i>	25	<i>Arall</i>	20
<i>Pobl hyn</i>	49	<i>Tlodi</i>	13		

Os arall, nodwch yma os gwelwch yn dda:

31

Q21 Beth yw'r prif weithgareddau / allbynnau e.e y gwasanaeth a ddarperir / hyfforddiant / masnachu?

1. ... 207
2. ... 155
3. ... 118

Q22 Fain o bobl y byddech chi'n dweud sy'n cael budd o'ch gweithgareddau yn flynyddol?

178

Eich Staff a'ch Gwirfoddolwyr

Q23 Faint o aelodau staff ydych chi'n eu cyflogi?

Llawm amser: 194

Rhan amser:..... 203

Cyfanswm aelodau staff: ... 210

Q24 Ar gyfartaledd, beth yw cyfanswm yr oriau mae eich staff rhan amser yn gweithio bob wythnos?

189

Q25 Beth yw cyfanswm eich taliadau cyflog blynyddol?

173

Q26 Nodwch faint o'ch staff sydd yn:

Fenywaidd	202
Gwrywaidd	192
Siaradwyr Cymraeg	195
O drâs ethnig	171
O dan 25 oed	175
Rhwng 26-49 oed	196
Dros 50 oed	186
Gydag anabledd	172

Q27 Yn y 12 mis diwethaf, faint o'ch staff oedd yn economaidd anweithgar cyn cychwyn gweithio gyda chi (h.y ddim mewn cyflogaeth e.e. myfyrwyr, gwyr/gwragedd ty, di-waith) ?

175

Q28 Faint o bobl sy'n gweithio i chi'n wirfoddol?

206

Q29 Beth yw'r cyfanswm oriau a weithir gan eich holl wirfoddolwyr bob wythnos?

147

Q30 Nodwch faint o'ch gwirfoddolwyr sydd yn:

Fenywaidd	197
Gwrywaidd	191
Siaradwyr Cymraeg	191
O dras ethnig	133
O dan 25 oed	146
Rhwng 26-49	178
Dros 50 oed	186
Gydag anabledd	145

Q31 Yn y 12 mis diwethaf, faint o'ch gwirfoddolwyr oedd yn economaidd anweithgar cyn gwirfoddoli gyda chi (h.y. ddim mewn cyflogaeth e.e. myfyrwyr, gwyr/gwagedd ty, di-waith), ond sydd bellach wedi canfod gwaith o ryw fath (ddim o angenrhaid gyda chi)? (Os yn hysbys).

100

Q32 Oes ganddoch chi'r polisiau canlynol?

Polisi Cyfleoedd Cyfartal	81	Polisi Amgylcheddol	38
Polisi Amddiffyn Plant.....	73	Polisi Oedolion Agored i Niwed	22
Polisi Iechyd a Diogelwch.....	77	Polisi Cyfrinachedd.....	36
Polisi / Cynllun Iaith	60		

Eich Incwm

Q33 Beth yw eich incwm blynyddol? Ticiwch un bocs isod.

£0 - 9k.....	108	£100k - 500k.....	16
£10 - 29k.....	31	£500k - 1m.....	7
£30 - 49k.....	7	£1m+	7
£50 - 99k.....	19		

Os ydych yn gwybod yr union swm, nodwch yma:

51

Q34 Beth yw eich ffynonellau incwm? (Gallwch dicio may nag un bocs).

Awdurdod Lleol.....	82	Ymddiriedolaethau rhoi grantiau (e.e. Tudor Trust, Carnegie Trust).....	39
Llywodraeth y Cynulliad.....	39	Tâl Aelodaeth.....	94
Cyngor Tref / Cymuned.....	48	Rhoddion.....	139
Cyrrff Statudol eraill (e.e. Bwrdd Iechyd Lleol, WDA, Bwrdd yr Iaith Gymraeg, Cyngor Celfyddydau, WCVA).....	46	Benthyciad.....	14
Arian Ewropeaidd drwy gais uniongyrchol.....	16	Gwerthu cynnyrch / gwasanaethau.....	69
Y Loteri Cenedlaethol	31	Cytundebau / Cytundebau lefel gwasanaeth	26
Cymdeithas Gweithredu Gwirfoddol Lleol.....	11	Arall.....	35

Os arall, nodwch isod os gwelwch yn dda:

77

Q35 Pa ganran o'ch incwm sydd ddim yn ddibynol ar grantiau?

0 - 9%.....	43	25 - 49%.....	18
10 - 24%.....	14	dros 50%	103

Os ydych yn gwybod yr union swm, nodwch yma:

66

Q36 Gan edrych yn benodol ar y canran yma:

	Ydym / Oes	Nac ydym / Nac Oes
Ydych chi'n bwriadu cynyddu'r canran yma?	70	63
Os ydych, oes gennych chi gynlluniau neu brosiectau mewn golwg er mwyn cynyddu'r ganran?	49	36
Ydych chi'n awyddus i fod yn llai dibynol ar grantiau, a bod yn fwy hunan-gynhaliol?	74	34

Q37 Oes ganddoch chi unrhyw asedau?

Oes.....	124	Nag oes	90
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Q38 Os oes, tua faint yw cyfanswm gwerth yr asedau (os nad ydych yn sicr fe allai'r wybodaeth fod ar eich tystysgrif yswiriant).

£0 - 9k.....	45	£100k - 500k.....	36
£10 - 29k.....	14	£500k - 1m.....	6
£30 - 49k.....	1	£1m+.....	5
£50 - 99k.....	6		

Os ydych yn gwybod yr union swm, nodwch yma:

35

Chi a'ch Ardal

Q39 Rhowch amcangyfrif o'ch cyfraniad i economi Gwynedd h.y. y swm blynyddol yr ydych yn ei wario ar brynu nwyddau a gwasanaethau gan gyflenwyr lleol:

£50 - 500	75	£50,000 - 250,000	13
£500 - 5,000	63	£250,000 - 500,000	3
£5,000 - 50,000	44		

Q40 Oes gennych chi ffordd o asesu neu werthuso eich cyfraniad cymdeithasol i'r ardal?

Oes.....	70	Nag oes.....	105	Ddim yn gwybod.....	40
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Eich Anghenion Cefnogaeth

Q41 Ydych chi eisiau datblygu eich mudiad / sefydliad?

Ydym 179 Nac Ydym 35

Q42 Pa rai o'r rhwystrau canlynol sy'n eich atal rhag datblygu eich mudiad / sefydliad? (Gallwch dicio mwy nag un bocs).

Ariannu	126	Diffyg Hyfforddiant	17
Adnoddau Amser	88	Diffyg Ymwneud â Phartneriaethau	15
Incwm.....	77	Diffyg Lleoliad Addas	33
Gwariant.....	26	Diffyg Gwybodeth Cyfreithiol (e.e cyfraith cyflogaeth)	10
Nifer o Staff.....	39	Diffyg Cyngor / Cefnogaeth Proffesiynol.....	15
Diffyg Gwirfoddolwyr.....	86	Diffyg Arbenigedd Aelodau eich Bwrdd	16
Y dewis o weithgareddau a gynigir gennych	23	Difaterwch.....	40
Diffyg Sgiliau Rheolaeth	8	Arall.....	28

Os arall, nodwch isod os gwelwch yn dda:

46

Q43 Pa gefnogaeth sydd ei angen ar eich mudiad / sefydliad i allu gweithio'n fwy effeithiol? Ticiwch o dan y golofn 'wedi derbyn cefnogaeth' os ydych eisioes wedi derbyn cefnogaeth o'r fath neu 'angen cefnogaeth' os oes angen y fath gefnogaeth arnoch. Ticiwch hefyd os ydych yn ymwybodol o ddarparwyr cefnogaeth neu beidio, neu os ydych yn ymwybodol o'r gefnogaeth ond ddim ei angen).

	wedi derbyn cefnogaeth	angen cefnogaeth	ymwybodol o ddarparwyr cefnogaeth	ddim yn ymwybodol o ddarparwyr cefnogaeth	ymwybodol ond ddim angen cefnogaeth
Hyfforddiant Ariannol / Cyllidebu	32	28	25	11	35
Hyfforddiant i Ymddiriedolwyr	25	22	24	14	33
Hyfforddiant Iechyd a Diogelwch	35	33	28	7	29
Hyfforddiant i Wirfoddolwyr	32	39	32	7	26
Cymorth gyda Recriwtio Gwirfoddolwyr	15	53	27	13	26
Cymorth Ariannol	40	77	25	9	19
Cymorth / Cefnogaeth gyda Chadw Llyfrau / Cyfrifo	18	18	15	9	43
Cefnogaeth / Cyfarpar Cyfrifiadurol a Thechnoleg Gwybodaeth	20	46	17	9	32
Marchnata	18	44	16	11	32
Rheolaeth	20	15	15	7	39
Codi Pres	26	68	21	8	27
Gweinyddiaeth	20	18	15	4	45
Ymgynghoriaeth	22	15	18	4	41
Cefnogaeth Economi Gymdeithasol	12	17	16	9	31
Datblygu Polisiau	22	19	20	3	34
Cynllunio	21	23	15	5	41
Arall	2	11	4	1	11

Os arall, nodwch isod os gwelwch yn dda:

31

- Q44 A fydddech yn medru talu am rai o'r gwasanaethau cefnogi a restrir yng nghwestiwn 43?**
Byddem 69 *Na Fyddem* 119
- Q45 Oes gennych unrhyw anghenion ychwanegol o safbwynt adnoddau ffisegol?**
angen cefnogaeth cynnal a chadw 51 *hyfforddiant i ddefnyddio offer penodol* 18
newidiadau i adeiladau 40 *angen prynnu neu cael mynediad i offer penodol* 37
angen mwy o le 32 *arall* 14
angen lleoliad newydd 23
Os arall, nodwch yma os gwelwch yn dda: 33
- Q46 Ydych chi wedi clywed am Mantell Gwynedd y Cyngor Gweithredu Gwirfoddol Sirol lleol?**
Do 207 *Na* 27
- Q47 Ydych chi'n aelod o Mantell Gwynedd?**
Ydym 136 *Nac Ydym* 87
- Q48 A hoffech chi dderbyn gwybodaeth ynglyn a Mantell Gwynedd a'i gwasanaethau cefnogi?**
Hoffwn 137 *Na Hoffwn* 65

Diolch yn fawr i chi am gymeryd yr amser i lenwi'r holiadur hwn.

Dychwelwch yr holiadur wedi ei gwblhau yn yr amlen rhadbost a ddarparwyd os gwelwch yn dda i:
 Menter a Busnes, Intec, Parc Menai, BANGOR, Gwynedd LL57 4FG

AR GYFER CODIO MEWNOL:

Q49 Rhif yr holiadur (rhai mae Gwenllian di nodi)

234

Q50 lle mae'r mudiad / sefyldiad 'di leoli (q2)?

Arfon 99
Dwyfor 51
Meirionydd 62
ynys mon 3
sir conwy 10
sir ddinbych 2
sir fflint 2
sir wreccsam 0
arall (ychwanegwch tick bocsus os di'r ardal ddim uchod) 11

Q51 (os yn wahanol) lle mae'r prif gyswllt leoli (q9)?

Arfon 10
Dwyfor 1
Meirionydd 1
ynys mon 4
sir conwy 2
sir ddinbych 1
sir fflint 0
sir wreccsam 0
arall (ychwanegwch tick bocsus os di'r ardal ddim uchod) 0

Q52 A gaeth yr holiadur ddod:

trwy'r post 238
ei lenwi dros y ffon 0

Q53 A oedd y mudiad yma ar restr derbyn Mantell Gwynedd? (gweler y rhestr anodd i'w cyrraedd - tab 1 yn excel)

oedd 154
nac oedd (h.y un o'r grwpiau anodd) 78

Q54 RHif y mudiad ar basdata Mantell Gwyendd

230

Appendix 4

Questionnaire with Total Percentage Answers

EIN GWYNEDD NI

Nod yr holiadur hwn yw i ddysgu mwy am eich mudiad neu sefydliad ac i ddeall yn well eich anghenion chi ar gyfer y dyfodol. Os nad ydych yn gwybod yr union ateb i bob cwestiwn rhowch yr hyn a dybiwch i fod yn gywir neu rhowch amcangyfrif.

(Mae'n bosib nad yw rhai ohonoch yn ystyried eich hunain yn fudiad neu yn sefydliad. Byddem serch hynny'n ddiolchgar iawn pe gallech dreulio ychydig funudau yn llenwi'r holiadur hwn gan ein bod am gasglu gwybodaeth ynglyn a'r ystod ehangaf posib o weithgaredd yng Ngwynedd.)

Diolch am eich cyd-weithrediad.

Eich Manylion:

Q1 Enw'r mudiad / sefydliad:

100%

Q7 Enw'r prif gyswllt:

99%

Q2 Cyfeiriad y mudiad / sefydliad:

92%

Q8 Teitl swydd y prif gyswllt:

98%

Q3 Côt Post:

75%

Q9 Cyfeiriad y prif gyswllt:

95%

Q4 Rhif ffôn

67%

Q10 Côt post:

90%

Q5 Ffacs:

30%

Q11 Rhif ffôn y prif gyswllt:

86%

Q6 Gwefan:

31%

Q12 E-bost y prif gyswllt:

59%

Q13 Oed y mudiad / sefydliad:

llai na 5 mlynedd..... 11%

5 i 10 mlynedd..... 13%

10 i 15 mlynedd..... 10%

15 i 20 mlynedd..... 7%

Mwy na 20 mlynedd..... 60%

Ddim yn gwybod..... 0%

Q14 Beth yw statws cyfreithiol y mudiad / sefydliad:

Partneriaeth	1%
Corff Statudol.....	0%
Cymdeithas Ddiwydiannol a Chyfeillgar.....	2%
Cwmni Cyfyngedig trwy Warant.....	18%
Cwmni Cyfyngedig trwy Gyfranddaliadau.....	1%
Partneriaeth Atebolrwydd Cyfyngedig.....	0%
Cwmni Diddordeb Cymunedol.....	5%
Cymdeithas Anghorfforedig.....	10%
Elusen Gofrestredig.....	53%
Arall.....	20%

Os arall, nodwch isod os gwelwch yn dda:

22%

Q15 Pa fath o fudiad / sefydliad ydyw?

Partneriaeth	1%
Asiantaeth / Cymdeithas.....	9%
Undeb Credyd.....	0%
Cydweithredol.....	2%
Ymddiriedolaeth.....	3%
Elusen Gofrestredig.....	36%
Ymddiriedolaeth Datblygu.....	2%
Menter Gymdeithasol.....	7%
Busnes Cymdeithasol.....	2%
Mudiad / Sefydliad Gwirfoddol.....	51%
Grwp Cymunedol.....	25%
Arall.....	1%

Os arall, nodwch isod os gwelwch yn dda:

12%

Q16 Pa ardal ydych chi'n ei wasanaethu?

Arfon.....	21%	Sir Ddinbych.....	4%	Ewrop.....	3%
Meirionnydd.....	23%	Sir Wrecsam.....	3%	Rhyngwladol.....	4%
Dwyfor.....	18%	Sir y Fflint.....	2%	Pentref / tref / ardal penodol....	33%
Gwynedd gyfan.....	17%	Gogledd Cymru.....	10%	Arall.....	0%
Ynys Môn.....	12%	Cymru.....	11%		
Sir Conwy.....	8%	Prydain.....	6%		

Os bentref / dref neu ardal penodol, nodwch lle yma os gwelwch yn dda:

43%

Os arall, nodwch yma os gwelwch yn dda:

8%

Q17 Ydych chi'n:

Annibynnol	60%	Aelod o fudiad / sefydliad ymbarel / cenedlaethol.....	39%
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Eich Gwasanaethau a'ch Buddiolwyr

Q18 Sut fydddech chi'n egluro'ch amcanion / y rhesymau dros eich sefydlu?

Grwp diddordeb.....	27%	Grwp cymdeithasol e.e i gymdeithasu.....	22%
Ymateb i broblemau yn y gymdeithas.....	23%	Adfywio.....	13%
Cyflawni anghenion lleol.....	53%		

Q19 Nodwch eich amcanion isod mewn brawddeg neu ddwy:

91%

Q20 Ym mha rai o'r meysydd canlynol ydych chi'n weithredol? (Gallwch dicio mwy nag un bocs)

Amaethyddiaeth	4%	Amgylchedd.....	19%	Hamdden / Caeau Chwarae....	18%
Anifeiliaid.....	2%	Grwpiau Ethnig.....	5%	Crefydd.....	13%
Celfyddydau / Diwylliant.....	31%	Ariannol	3%	Masnach.....	3%
Eiriolaeth	8%	Bwyd a Diod	7%	Landlord Cymdeithasol.....	3%
Cyngor.....	13%	Codi Arian.....	24%	Anghenion Arbennig.....	9%
Busnes	8%	Materion Iechyd.....	13%	Chwaraeon.....	15%
Gofal.....	16%	Di-gartref	5%	Camddefnyddio Sylweddau....	5%
Plant / Teuluoedd	33%	Tai	7%	Digwyddiadau Cymdeithasol...	28%
Canolfannau Cymunedol a Neuaddau Pentref.....	25%	Gwybodaeth a Chyngor.....	20%	Twristiaeth.....	13%
Papurau cymunedol	8%	Gweithredu Cymunedol Leol...	19%	Cludiant.....	4%
Cwnsela.....	5%	Anabledd Dysgu.....	7%	Hyfforddiant.....	16%
Undeb Credyd	2%	Iechyd Meddwl	9%	Pobl Ifanc	31%
Anabledd.....	16%	Cyfryngu (Mediation).....	3%	Troseddwyr.....	3%
Addysg a Hyfforddiant.....	29%	Anabledd Corfforol / Synhwyrdd.....	10%	Arall	8%
Pobl hyn	20%	Tlodi	5%		

Os arall, nodwch yma os gwelwch yn dda:

13%

Q21 Beth yw'r prif weithgareddau / allbynnau e.e y gwasanaeth a ddarperir / hyfforddiant / masnachu?

1. ... 86%
2. ... 65%
3. ... 49%

Q22 Fain o bobl y byddech chi'n dweud sy'n cael budd o'ch gweithgareddau yn flynyddol?

74%

Eich Staff a'ch Gwirfoddolwyr

Q23 Faint o aelodau staff ydych chi'n eu cyflogi?

Llawr amser: 81%

Rhan amser:..... 85%

Cyfanswm aelodau staff: ... 88%

Q24 Ar gyfartaledd, beth yw cyfanswm yr oriau mae eich staff rhan amser yn gweithio bob wythnos?

79%

Q25 Beth yw cyfanswm eich taliadau cyflog blynyddol?

72%

Q26 Nodwch faint o'ch staff sydd yn:

Fenywaidd	84%
Gwrywaidd	80%
Siaradwyr Cymraeg	82%
O drâs ethnig	71%
O dan 25 oed	73%
Rhwng 26-49 oed	82%
Dros 50 oed	78%
Gydag anabledd	72%

Q27 Yn y 12 mis diwethaf, faint o'ch staff oedd yn economaidd anweithgar cyn cychwyn gweithio gyda chi (h.y ddim mewn cyflogaeth e.e. myfyrwyr, gwyr/gwragedd ty, di-waith) ?

73%

Q28 Faint o bobl sy'n gweithio i chi'n wirfoddol?

86%

Q29 Beth yw'r cyfanswm oriau a weithir gan eich holl wirfoddolwyr bob wythnos?

61%

Q30 Nodwch faint o'ch gwirfoddolwyr sydd yn:

Fenywaidd	82%
Gwrywaidd	80%
Siaradwyr Cymraeg	80%
O dras ethnig	55%
O dan 25 oed	61%
Rhwng 26-49	74%
Dros 50 oed	78%
Gydag anabledd	60%

Q31 Yn y 12 mis diwethaf, faint o'ch gwirfoddolwyr oedd yn economaidd anweithgar cyn gwirfoddoli gyda chi (h.y. ddim mewn cyflogaeth e.e. myfyrwyr, gwyr/gwagedd ty, di-waith), ond sydd bellach wedi canfod gwaith o ryw fath (ddim o angenrhaid gyda chi)? (Os yn hysbys).

42%

Q32 Oes ganddoch chi'r polisiau canlynol?

Polisi Cyfleoedd Cyfartal	46%	Polisi Amgylcheddol	21%
Polisi Amddiffyn Plant.....	41%	Polisi Oedolion Agored i Niwed	12%
Polisi Iechyd a Diogelwch.....	43%	Polisi Cyfrinachedd.....	20%
Polisi / Cynllun Iaith	34%		

Eich Incwm

Q33 Beth yw eich incwm blyneddol? Ticiwch un bocs isod.

£0 - 9k.....	45%	£100k - 500k.....	7%
£10 - 29k.....	13%	£500k - 1m.....	3%
£30 - 49k.....	3%	£1m+	3%
£50 - 99k.....	8%		

Os ydych yn gwybod yr union swm, nodwch yma:

21%

Q34 Beth yw eich ffynonellau incwm? (Gallwch dicio may nag un bocs).

Awdurdod Lleol.....	34%	Ymddiriedolaethau rhoi grantiau (e.e. Tudor Trust, Carnegie Trust).....	16%
Llywodraeth y Cynulliad.....	16%	Tâl Aelodaeth.....	39%
Cyngor Tref / Cymuned.....	20%	Rhoddion.....	58%
Cyrrff Statudol eraill (e.e. Bwrdd Iechyd Lleol, WDA, Bwrdd yr Iaith Gymraeg, Cyngor Celfyddydau, WCVA).....	19%	Benthyciad.....	6%
Arian Ewropeaidd drwy gais uniongyrchol.....	7%	Gwerthu cynnyrch / gwasanaethau.....	29%
Y Loteri Cenedlaethol	13%	Cytundebau / Cytundebau lefel gwasanaeth	11%
Cymdeithas Gweithredu Gwirfoddol Lleol.....	5%	Arall.....	15%

Os arall, nodwch isod os gwelwch yn dda:

32%

Q35 Pa ganran o'ch incwm sydd ddim yn ddibynol ar grantiau?

0 - 9%.....	18%	25 - 49%.....	8%
10 - 24%.....	6%	dros 50%	43%

Os ydych yn gwybod yr union swm, nodwch yma:

28%

Q36 Gan edrych yn benodol ar y canran yma:

	Ydym / Oes	Nac ydym / Nac Oes
Ydych chi'n bwriadu cynyddu'r canran yma?	29%	26%
Os ydych, oes gennych chi gynlluniau neu brosiectau mewn golwg er mwyn cynyddu'r ganran?	20%	15%
Ydych chi'n awyddus i fod yn llai dibynol ar grantiau, a bod yn fwy hunan-gynhaliol?	31%	14%

Q37 Oes ganddoch chi unrhyw asedau?

Oes.....	52%	Nag oes.....	38%
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Q38 Os oes, tua faint yw cyfanswm gwerth yr asedau (os nad ydych yn sicr fe allai'r wybodaeth fod ar eich tystysgrif yswiriant).

£0 - 9k.....	19%	£100k - 500k.....	15%
£10 - 29k.....	6%	£500k - 1m.....	3%
£30 - 49k.....	0%	£1m+.....	2%
£50 - 99k.....	3%		

Os ydych yn gwybod yr union swm, nodwch yma:

15%

Chi a'ch Ardal

Q39 Rhwch amcangyfrif o'ch cyfraniad i economi Gwynedd h.y. y swm blynyddol yr ydych yn ei wario ar brynu nwyddau a gwasanaethau gan gyflenwyr lleol:

£50 - 500	31%	£50,000 - 250,000	5%
£500 - 5,000	26%	£250,000 - 500,000	1%
£5,000 - 50,000	18%		

Q40 Oes gennych chi ffordd o asesu neu werthuso eich cyfraniad cymdeithasol i'r ardal?

Oes..... 29% Nag oes..... 44% Ddim yn gwybod..... 17%

Eich Anghenion Cefnogaeth

Q41 Ydych chi eisiau datblygu eich mudiad / sefydliad?

Ydym 75% Nac Ydym 15%

Q42 Pa rai o'r rhwystrau canlynol sy'n eich atal rhag datblygu eich mudiad / sefydliad? (Gallwch dicio mwy nag un bocs).

Ariannu	53%	Diffyg Hyfforddiant	7%
Adnoddau Amser	37%	Diffyg Ymwneud â Phartneriaethau	6%
Incwm.....	32%	Diffyg Lleoliad Addas	14%
Gwariant.....	11%	Diffyg Gwybodeth Cyfreithiol (e.e cyfraith cyflogaeth)	4%
Nifer o Staff.....	16%	Diffyg Cyngor / Cefnogaeth Proffesiynol.....	6%
Diffyg Gwirfoddolwyr.....	36%	Diffyg Arbenigedd Aelodau eich Bwrdd	7%
Y dewis o weithgareddau a gynigir gennych	10%	Difaterwch.....	17%
Diffyg Sgiliau Rheolaeth	3%	Arall.....	12%

Os arall, nodwch isod os gwelwch yn dda:

19%

Q43 Pa gefnogaeth sydd ei angen ar eich mudiad / sefydliad i allu gweithio'n fwy effeithiol? Ticiwch o dan y golofn 'wedi derbyn cefnogaeth' os ydych eisioes wedi derbyn cefnogaeth o'r fath neu 'angen cefnogaeth' os oes angen y fath gefnogaeth arnoch. Ticiwch hefyd os ydych yn ymwybodol o ddarparwyr cefnogaeth neu beidio, neu os ydych yn ymwybodol o'r gefnogaeth ond ddim ei angen).

	wedi derbyn cefnogaeth	angen cefnogaeth	ymwybodol o ddarparwyr cefnogaeth	ddim yn ymwybodol o ddarparwyr cefnogaeth	ymwybodol ond ddim angen cefnogaeth
Hyfforddiant Ariannol / Cyllidebu	13%	12%	10%	5%	15%
Hyfforddiant i Ymddiriedolwyr	10%	9%	10%	6%	14%
Hyfforddiant Iechyd a Diogelwch	15%	14%	12%	3%	12%
Hyfforddiant i Wirfoddolwyr	13%	16%	13%	3%	11%
Cymorth gyda Recriwtio Gwirfoddolwyr	6%	22%	11%	5%	11%
Cymorth Ariannol	17%	32%	10%	4%	8%
Cymorth / Cefnogaeth gyda Chadw Llyfrau / Cyfrifo	8%	8%	6%	4%	18%
Cefnogaeth / Cyfarpar Cyfrifiadurol a Thechnoleg Gwybodaeth	8%	19%	7%	4%	13%
Marchnata	8%	18%	7%	5%	13%
Rheolaeth	8%	6%	6%	3%	16%
Codi Pres	11%	28%	9%	3%	11%
Gweinyddiaeth	8%	8%	6%	2%	19%
Ymgynghoriaeth	9%	6%	8%	2%	17%
Cefnogaeth Economi Gymdeithasol	5%	7%	7%	4%	13%
Datblygu Polisiau	9%	8%	8%	1%	14%
Cynllunio	9%	10%	6%	2%	17%
Arall	1%	5%	2%	0%	5%

Os arall, nodwch isod os gwelwch yn dda:

13%

Q44 A fydddech yn medru talu am rai o'r gwasanaethau cefnogi a restrir yng nghwestiwn 43?
Byddem 29% *Na Fyddem* 50%

Q45 Oes gennych unrhyw anghenion ychwanegol o safbwynt adnoddau ffisegol?
angen cefnogaeth cynnal a chadw 21% *hyfforddiant i ddefnyddio offer penodol* 8%
newidiadau i adeiladau 17% *angen prynnu neu cael mynediad i offer penodol* 15%
angen mwy o le 13% *arall* 6%
angen lleoliad newydd 10%
Os arall, nodwch yma os gwelwch yn dda: 14%

Q46 Ydych chi wedi clywed am Mantell Gwynedd y Cyngor Gweithredu Gwirfoddol Sirol lleol?
Do 86% *Na* 11%

Q47 Ydych chi'n aelod o Mantell Gwynedd?
Ydym 57% *Nac Ydym* 36%

Q48 A hoffech chi dderbyn gwybodaeth ynglyn a Mantell Gwynedd a'i gwasanaethau cefnogi?
Hoffwn 57% *Na Hoffwn* 27%

Diolch yn fawr i chi am gymeryd yr amser i lenwi'r holiadur hwn.

**Dychwelwch yr holiadur wedi ei gwblhau yn yr amlen rhadbost a ddarparwyd os gwelwch yn dda i:
 Menter a Busnes, Intec, Parc Menai, BANGOR, Gwynedd LL57 4FG**

AR GYFER CODIO MEWNOL:

Q49 Rhif yr holiadur (rhai mae Gwennllian di nodi)
 98%

Q50 lle mae'r mudiad / sefyldiad 'di leoli (q2)?
Arfon 41%
Dwyfor 21%
Meirionydd 26%
ynys mon 1%
sir conwy 4%
sir ddinbych 1%
sir fflint 1%
sir wreccsam 0%
arall (ychwanegwch tick bocsus os di'r ardal ddim uchod) 5%

Q51 (os yn wahanol) lle mae'r prif gyswllt leoli (q9)?
Arfon 4%
Dwyfor 0%
Meirionydd 0%
ynys mon 2%
sir conwy 1%
sir ddinbych 0%
sir fflint 0%
sir wreccsam 0%
arall (ychwanegwch tick bocsus os di'r ardal ddim uchod) 0%

Q52 A gaeth yr holiadur ddod:
trwy'r post 99%
ei lenwi dros y ffon 0%

Q53 A oedd y mudiad yma ar restr derbyn Mantell Gwynedd? (gweler y rhestr anodd i'w cyrraedd - tab 1 yn excel)
oedd 64%
nac oedd (h.y un o'r grwpiau anodd) 33%

Q54 RHif y mudiad ar basdata Mantell Gwyendd

96%

Appendix 5

Areas of Activity Grouped Under Headings

1. Environment

Agriculture
Animals
Environment

2. Advice & Info

Advocacy
Advice
Counselling
Mediation
Information & Advice

3. Economy

Business
Financial
Fundraising
Credit Union
Poverty
Retail
Tourism
Transport
Food & Drink

4. Care

Care
Disability
Learning Disability
Physical / Sensory Disability
Special Needs
Health Matters
Substance Misuse
Mental Health
Offenders

5. Housing

Homeless
Housing
Social Landlords

6. Children & Young People

Children / Families
Young People

7. Community

Community Centres / Village Halls

Social Events

Recreation / Playing Fields

Sports

Local Community Action

8. Education & Training

Education & Training

Training

9. Culture

Arts / Culture

Community Newspapers

10. Older People

Older People

11. Religion

Religion

12. Ethnic Groups

Ethnic Groups